

PROCEEDINGS OF THE BROWN COUNTY
EXECUTIVE COMMITTEE

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the Brown County Executive Committee was held on Monday, September 10, 2018 in Room 200 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

Present: Chair Lund, Supervisor Sieber, Supervisor Erickson, Supervisor Moynihan, Supervisor Hoyer, Supervisor Buckley, Supervisor Van Dyck

Also Present: Deputy Executive Jeff Flynt, UW Extension Director Judy Knudsen, Public Works Director Paul Fontecchio, Director of Administration Chad Weininger, County Executive Troy Streckenbach, Internal Auditor Dan Process, Corporation Counsel Dave Hemery, Supervisor Deslauriers, Supervisor Tran, Supervisor Borchardt, Supervisor Schadewald, Schenck Representative Dave Maccoux, Go365 Representative Jason Shanda, Benefits Manager Jill Bomkamp, Finance Director Bradley Klingsporn and other interested parties

I. Call meeting to order.

The meeting was called to order by Chair Tom Lund at 5:30 pm.

II. Approve/modify agenda.

Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to take Items 12, 13, 14 & 7 following Item 2 and approve as amended. Vote taken. **MOTION CARRIED UNANIMOUSLY**

III. Approve/modify Minutes of August 6, 2018.

Motion made by Supervisor Sieber, seconded by Supervisor Hoyer to approve. Vote taken. **MOTION CARRIED UNANIMOUSLY**

Comments from the Public

Janelle Walton, 1910 Gary Alberts Lane, Sobieski, WI
Sherry Officer, 10891 Circle Road, Luxemburg, WI
Mike Keon, 1742 Island Court, Green Bay, WI
Jim Dagneau, 3256 Bitters Court, Green Bay, WI

The above individuals were in attendance as representatives of the Benefits Advisory Committee (BAC). That committee was told there was a \$1.3 million dollar deficit for 2019 and the County was unwilling to spend any more in 2019 than they did in 2018. Ideas were presented by HR and/or M3, some of which have been already been put into effect. Keon read a statement outlining the BAC's position, a copy of which is attached.

The BAC wants to reinstate the PHAs in 2019 because of the way the Humana Go365 program was presented to employees and they also want to give employees time to get used to the program. If it works out well, then they could look at that as a way to set the premium tiers in 2021. Officer informed employees found out about the Go365 program on a Thursday and two meetings were set the following Tuesday to talk to employees about the program, but neither meeting was well attended. The BAC likes the program as an incentive, but not something that is tied to the premiums and employees are adamant they do not want the Go365 tied to premiums.

Walton informed she attended one of the meetings and many employees expressed concerns regarding how much time and involvement it would take to track their information and there were also concerns that people with dependent adults have to earn more points to get to the next level. There were also concerns of what it would take to get to the platinum level of Go365 which is equivalent to the current gold level.

Dagneau talked about the resolution contained in the agenda packet and his concern because it is not what the BAC agreed on. He is very concerned about what information was used to write the resolution because if what the BAC is doing is meaningless and not going to be the body of work provided to the Committee, the ordinances should be changed so these committees are not required. The BAC works hard and when what is presented to the Committee is

not what was discussed and agreed upon, it is very frustrating. Dagneau also talked about Go365 and said it was unanimous at the BAC meeting that the County go back to the PHAs and use Go365 as an incentive program only, not to set the deductibles by.

Dagneau also talked about the interview and scoring process for brokers and challenged the Administration Committee to look at this because the only person that is honest in the scoring process is an elected official. He said everything that could be arbitrarily scored was scored low with Johnson and high with Associated. He is asking the Committee to look at the books to see if the right decision was made with regard to the healthcare. He also asked the Committee to look at the membership of the BAC and think about the majority being elected officials as opposed to appointed people to keep it open, transparent and fair.

Keon added that the BAC would request that their vision be altered slightly to be able to discuss salary because salary and benefits go together.

1. **Review Minutes of: None.**
 - a. **Benefits Advisory Committee of June 28, July 10 and August 6, 2018.**

Motion made by Supervisor Moynihan, seconded by Supervisor Sieber to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Legal Bills

2. **Review and Possible Action on Legal Bills to be paid.**

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to pay the legal bills. Vote taken. MOTION CARRIED UNANIMOUSLY

Although shown in the proper format here, Items 12, 13, 14 and 7 were taken at this time.

Communications

3. **Communication from Supervisor Deslauriers: That the County Board enact a policy requiring the Highway Commissioner to attend a public hearing prior to making a final decision on the implementation of a traffic safety or control measure that would more than double the nighttime noise at any residence (+10dBA L90). This hearing to take place in the local municipality impacted and is for the sole purpose of ensuring all pertinent information is included in the Highway Commissioner's final decision when considering high impact changes.**

Supervisor Deslauriers said this communication stems from a fatal accident at Highway G and Park Road in Morrison. The goal of the communication is to ensure that when decisions are made, especially high impact decisions to a municipality, that the County does what he considers to be the neighborly, decent, right, fair thing and that is making sure all information regarding the intersection is considered and used in making decisions that will impact families for decades. After the fatal accident referred to above, Deslauriers wrote to Highway Commissioner Fontecchio asking about the history of the removal of the rumble strips to the east of the park where there are no houses. This started a conversation and led to Fontecchio appearing on several news stations which he felt was reckless. Deslauriers asked Fontecchio if he would be willing to accept local input regarding counter measures at that intersection and received extremely strong resistance.

Deslauriers continued that he is not here to override the Highway Commissioner's authority; he is here to be sure that all information is considered prior to decisions being made. He referenced the rumble strips Fontecchio referred to on the news and said two of them are 120 feet from someone's bedroom and will result in nighttime noise and the family has expressed to Deslauriers the impact the rumble strips had on them when they were there. Deslauriers feels it is imperative that the County be a good neighbor and ask for as much information about the intersection, things not captured in crash data or engineering studies. As an example, he talked about the intersection of St. Pat's Road and Highway Z and concerns with the safety he has about the intersection. He spent time going to local meetings and talking with people who live there and getting information about the intersection and he found that children playing on the playground there cross the road to go to the Rocky Top to get candy and soda. That information came from local input and is the type of information the Highway Commissioner would not typically get

from crash data or engineering studies. These things have to be considered when we are looking to change intersections that will dramatically impact lives of residents.

Deslauriers wants to make it very clear that he is not asking for overruling the authority of the Highway Commissioner; he just wants to make sure that when decisions are made, the Commissioner has all the information. There is intense frustration in his district that the County is not being a good neighbor and Deslauriers feels this is one area we can make strides to move in the direction of being more collaborative with municipalities and constituents of the County. He does not like policy to do the right thing and would like it if we can move to the direction of doing this in a more collaborative fashion. He is not trying to regulate by public opinion and that is why the communication is so wordy. It is for the sole purpose of making sure that all information is available to the County prior to a decision and he feels it is reckless and unfair to do otherwise.

Supervisor Buckley questioned the procedure of bringing this communication to Executive Committee rather than to Planning, Development and Transportation. It was indicated that this was brought here because it relates to policy. Supervisor Erickson informed there was a discussion at PD&T about rumble strips in general and distracted driving. Deslauriers said this communication is not specific to one intersection; it is regarding movement of informal processes to better involve the local communities.

Supervisor Hoyer feels this is specifically about the neighbors where the rumble strips will be installed; no one else is against rumble strips because they save lives. He said what Deslauriers seems to be asking for is if rumble strips are put in he wants communication with neighbors. Deslauriers responded that what he is looking for is to make sure that local input which is inaccessible with crash data and engineering studies be taken into account when decisions are being made. Hoyer asked beyond neighbors saying they do not want rumble strips near their homes, what kind of public impact or reaction would there be? Deslauriers reiterated he just wants the County to move towards the direction he is asking in a more friendly way.

Erickson noted there is no policy to be made as Highway Commissioners are governed by state statute. The County is an arm of the state and the state has already laid this out. This was discussed extensively at PD&T and nobody showed up from the area the rumble strips are being proposed. Erickson does not want to overstep bounds and start tying up department heads going to public hearings when there is already state law on this.

Corporation Counsel Dave Hemery said when this first came up, Director Fontecchio came to him to look at the issue. Hemery said this was clearly a management decision and the statutes clearly lay out that in counties with County Executives, the County Executive supervises the Highway Commissioner and the Commissioner has all of the duties of a typical highway committee for things like safety and this is fairly standard under the sole purview of the Highway Commissioner. This is really a separation of powers issue in that the County Board sets policy and the County Executive, through administration, carries out those policies by hiring the proper employees, supervising them and controlling their day-to-day activities. Andy Phillips of WCA was also contacted on this and cited reasons why what Deslauriers is asking for would not work. He informed the statutes provide that a County Executive shall appoint and supervise the County Highway Commissioner. A County Board policy that directs the Highway Commission in what definitely appears to be an administrative task would infringe on the Executive's authority to supervise the Highway Commissioner. It is Hemery's position that safety measures fall under the purview of the Highway Commissioner.

Supervisor Van Dyck appreciates there are certain things contained in the statutes and that the Highway Commissioner has the right to do certain things, but he agrees with Deslauriers in that there is room to say as a County we would really like the Highway Commissioner to look into certain other things and then the decision would be up to the Highway Commissioner. Van Dyck continued that he will not support the communication as is because he does not agree with the public hearing portion of it. He feels the municipalities should be doing the legwork on these things and then coming back to the County to express their concerns, but reaching out to the powers to be in a municipality to say what is being considered and then get some input would be in order.

Supervisor Sieber said Fontecchio has done a great job informing constituents when issues come up and he feels sending a letter asking for input to constituents being affected by decisions the Highway Department is making would be appropriate and reasonable, but he is not in favor of sending the Highway Commissioner to public hearings that no

one attends. Chair Lund also feels Fontecchio does a good job making the municipalities aware of major changes and does listen and get input from municipal leaders and affected businesses or residents or whatever and.

Motion made by Supervisor Erickson, seconded by Supervisor Buckley to receive and place on file and to express wishes to the Highway Commissioner that he continues to communicate with the municipalities. Vote taken.

MOTION CARRIED UNANIMOUSLY

Motion made by Supervisor Moynihan, seconded by Supervisor Sieber to suspend the rules and take Items 9 & 10 at this time. Vote taken. MOTION CARRIED UNANIMOUSLY

Although shown in the proper format here, Items 9 & 10 were taken at this time.

4. **Communication from Chairman Moynihan: For your consideration, I ask for your approval to refer the following change to Ordinance No. 2.14(17) to Corporation Counsel to research the legalities of this request and bring back those findings at another time. I find the present ordinance in bad form particularly, where a Supervisor possesses the ability to request reconsideration of their respective vote and/or that of the entire county board by utilizing the twenty-four hour public notice rule from one month to the next.**

BROWN COUNTY CODE 2.14 (17) It shall be in order for any member on the prevailing side to move for a reconsideration of the vote on any question on the same day or to give written notice to County Clerk by 4:00 p.m. of the day prior to succeeding **no later than seven (7) business days following the previous regularly scheduled County Board meeting of his/her intent to move **for reconsideration at such the next County Board meeting**. If notice is not given in this manner, the matter shall not be subject to reconsideration. A motion for reconsideration shall not be accepted by the Chair unless it can be determined that the person making the motion had voted on the prevailing side. Any motion for reconsideration must be adopted.**

Supervisor Moynihan said the catalyst of this is the reconsideration last month on the cannabis question. In these situations of a high profile item with close votes, the item does not come to fruition until the following month and he finds it to be bad governance to have something held up for a month because of the unknown if someone wants to reconsider. Moynihan would like to have the modification shown in red above made and asked that this be sent to Corporation Counsel to be brought back at the next Executive Committee meeting.

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to refer to Corporation Counsel to bring back to the next regularly scheduled Executive Committee meeting. Vote taken. MOTION CARRIED UNANIMOUSLY

Resolutions, Ordinances

5. **Resolution to Create a Citizens Redistricting Advisory Sub-Committee to Report to the Brown County Executive Committee.**

Buckley understands the thought in putting this committee together, but does not know how much this committee will really have to consider because Planning already has a number of guidelines they need to follow to put the maps together and there is not much wiggle room. Lund agreed with Buckley but said this will provide transparency in the process.

**Motion made by Supervisor Sieber, seconded by Supervisor Hoyer to amend the dates in the resolution from October 1, 2018 to December 1, 2018. Vote taken. Ayes: Sieber, Hoyer, Van Dyck, Erickson, Lund, Moynihan
Nay: Buckley MOTION CARRIED 6 to 1**

**Motion made by Supervisor Sieber, seconded by Supervisor Hoyer to approve as amended. Vote taken. Ayes: Sieber, Hoyer, Van Dyck, Erickson, Lund, Moynihan
Nay: Buckley MOTION CARRIED 6 to 1**

6. **Resolution Approving Changes to the Human Resources and Administration Department Tables of Organization.**

A revised resolution was provided to the Committee, a copy of which is attached.

Supervisor Schadewald said this reorganization is a culmination of work by himself and former Supervisor Blom and Supervisors Becker, Vander Leest and Kneiszel over the last several years. The current HR structure is not working and there is constant changeover in HR Directors as well as a lack of information or misinformation. There are three parts to this. First they are streamlining to put the emphasis into the analysts and those doing the trench work to get rid of some of the bureaucracy. The second part is cross-training so people know different things when people come and go. The final part of this is accountability and by putting this under the Department of Administration there is one person we can go to for consistent information. Schadewald said there are some savings associated with this and he feels some of those should be used to contract out for a programmer so that when we make a rule we know how it affects payroll and then implement it so the payroll is accurate.

Buckley does not disagree with this but questioned if the Director of Administration can add this to his plate. Schadewald said what we need is someone who is accountable and comes to the meetings. The Director of Administration is responsible for the budget and Buckley pointed out that in the past the Director of Administration has attended numerous meetings to talk about HR matters, so, in a sense, he is already doing what this sets forth, but he questions if that position can take on managing a whole department as complex as HR. He does not want to set the person in that position up to fail. Schadewald responded that the Administrator is responsible for HR in many other organizations. HR did not always know what Finance knew or what Corporation Counsel knew, so the movement of the pieces is just putting the puzzle together a little differently. Doing the same thing over and over and expecting a different result is not realistic and Schadewald feels it is time for a change.

Lund agreed in that it is time for change and there have been issues with HR for a number of years and nobody seemed to be holding them accountable. He applauded Schadewald for his efforts and feels this will be a streamlined approach which will be better for the Supervisors and better for employees.

Van Dyck pointed out that some of the wages have been adjusted on the document that was provided at this meeting, compared to what was in the agenda packet. Weininger said very minor changes were made based on running the positions through PayScale. Weininger continued that one of the reasons the Administration Committee decided to move payroll was because of issues over the last few years that put the County in a bind. Payroll is very technical and the goal is to take payroll out of HR and have them report directly to the Finance Manager to assure things are being done accurately and timely.

Motion made by Supervisor Van Dyck, seconded by Supervisor Buckley to approve as presented and provide that the cost savings be placed with general money for the class and comp. Vote taken. MOTION CARRIED UNANIMOUSLY

7. Resolution Approving Health Insurance Plan Related Changes During the 2018 Calendar Year.

Director of Administration Chad Weininger provided a resolution, a copy of which is attached. He pointed out the resolution addresses Go365 as well as an STD and LTD change which is well-supported and this was not included in the last resolution that was passed. In addition, the near-site clinic, athletic director and case manager were added. These items will result in a projected savings of \$516,745. This is coming to the Committee now so any issues can be resolved prior to the budget meeting.

Benefits Manager Jill Bomkamp introduced herself to the Committee and also introduced Jason Shanda of Humana who gave a presentation on the Go365 wellness program. A copy of the information he provided to the Committee is attached.

Bomkamp added that she is part of the BAC and knows where they are coming from. A lot of e-mails were received from employees expressing the pros and cons of the program and there were a number of comments and concerns about tying Go365 to the tiers. She acknowledged that the program was pushed out late as referenced under comments from the public and she apologized for that.

Van Dyck questioned the projected savings of \$69,894 and asked what it was based on. Bomkamp said that was based on a very conservative assumption that 20% would have decreased claims by participating in Go365. Van Dyck recalled that when the PHA program was implemented, there were assumptions of savings that would occur, so if we

reverse the PHA program and go with Go365 he questions if there really would actually be savings. Van Dyck confirmed that results of Go365 would not be used for setting premiums for 2019. It was indicated the Go365 silver level equates to the current bronze level, the Go365 gold level equates to the current silver level and the platinum Go365 level equates to the current gold.

Sieber referenced the steps that would need to be taken to get to the silver level shown in the handout and questioned if an average ordinary person could likely achieve what is needed to get to that level during their regular day. Shanda said the activities outlined in the handout are just a sample. A consumer experience consultant who will work with employees and educate them on the different paths to get to a certain level and he also referenced the larger point opportunities such as preventative exams and yearly health assessments that can help get to the silver level. Sieber feels for employees to get to the same level they are currently at, the Go365 will be quite a bit more work.

There would not be a charge for the medical exams as those fall under the preventive category. The only thing an employee would have to pay for that is not considered routine is a nicotine test. Shanda added that someone can still get to silver or higher levels even if they are a tobacco user.

Erickson informed he probably will not be supporting this tonight, although he could possibly change his mind once he knows more about this and noted he did not receive a single e-mail from employees who were in favor of this. Bomkamp informed that she has received a lot of e-mails on this and in those the positives have outweighed the negatives, although there are still a lot of questions.

Buckley asked what the percentage of participation in this program is expected to be. Shanda explained this program is available to stand alone customers as well as any employee-insured customers. For the stand alone customers, in year one 60% of participants get out of blue status into bronze status; 15% get to gold and 25% get to silver. One thing that will drastically skew the data in the County's favor is that anyone who goes in and creates a username and password will automatically move into bronze status. Buckley feels employees may find the program challenging and fun for the first few months, but questioned the participation in years subsequent to the first year. Shanda said they typically find participation actually increases as time goes on.

Buckley referenced earlier comments from the public regarding the BAC and asked Bomkamp if it seemed to be a valid, worthwhile committee. Bomkamp said there are a lot of great discussions and a lot of concerns are brought to the committee and the committee puts things together to make recommendations to the Board. With regard to Go365, the recommendation of the BAC was to continue with the PHAs, but what is not in the resolution is that if the Board would decide to make this an optional program, the PHA costs and nurse costs would have to be added back into the budget.

Moynihan informed the BAC was created specifically to be advisory; it was not to dictate to the executive branch what policies the County should make. The executive branch compiles the budget on their own doing and it seems that a lot of people have lost track of that.

Lund recalled when the PHAs were first implemented not everyone was in favor and it will be the same with any new program. Shanda informed he was contacted by M3 who looked at Go365 as a potential solution with the intent of moving away from the point in time assessment and set contributions on engagement throughout the year instead. Lund feels a program that encompasses the whole year would be more beneficial to employees than just doing a biometric screening once a year.

Van Dyck echoed Lund's comments and said he realizes that change is not easy and he is not criticizing the efforts of those that spoke tonight. In reviewing the Go365 program, it seems easy to make the first leap because there are a lot of bonuses, but feels it would be hard to continue the program. For those people who already partake in healthy habits, this would be easy, but those are not the people this is necessarily aimed at. This is somewhat a technological based program and he pointed out that not all employees are into the technology of apps on phones and fitness trackers. On the flip side, there needs to be some sort of incentive and that is often in the form of punishment rather than incentive. He feels that to guarantee any level of success in this program or any other program, there will need to be something other than a differential in premiums tied to it. If we decide to do this, he feels we also need to

accept the complaints that will go along with it and tie it to rates to make the rate differentials meaningful. Van Dyck does agree with those who spoke tonight in that if we are going to introduce something, employees need to be paid to attend meetings regarding the programs. Also, from a preventative standpoint, many times people go in for something that is preventative but it turns into a procedure which then costs the insured a great amount of money out-of-pocket and that does make a difference on behavior and what people choose and not choose to do.

Sieber would like to see Go365 be voluntary as the BAC suggested and continue with the PHAs. He noted there are County departments that struggle to retain employees and something like a mandatory Go365 program may be a deterrent when it comes to the hiring process. He would support Go365 on a voluntary basis provided it is not tied to the premiums at this time.

Schadewald thanked everyone for having this debate now rather than at the budget meeting. He clarified that this would be a trial year and for 2019, nobody's premiums would be based on the Go365 program. Financially, the budget for 2019 is already put together and it is already at levy limits. We are losing about \$1 million a year on insurance and that has to come from somewhere, whether it is wages, equipment, programming or something else. The understanding of the reality of the money is important and we have to make decisions on factual information and data drive analytics.

Buckley referenced the projected savings and noted there are no hard numbers to say how much money will be saved. The PHAs were also supposed to result in savings, but now we are looking at another program. At some point he feels we have to decide what we are going to do and work with it. He does not know if the PHA program was given a reasonable amount of time to work. Further, the estimated involvement in the Go365 program is less than the involvement in the PHAs. Shanda noted the participation rate of 50% is tied to the standard book of business, not specific to Brown County.

Under the current plan, the contribution percentages are as follows: bronze – 12%; silver – 11.5%; gold – 11%. Seventy-one percent of employees currently fall under gold or silver, 17% fall under bronze and standard or below are 12%. Standard is at 13% contribution, tobacco is 20% contribution and non-participating is 25%. Van Dyck asked if there was a perception the PHA program was not delivering the results that were hoped. Bomkamp said it is all based on engagement and it is the perception that the PHA is not working because people are not engaging in doing something on a day-to-day or month-to-month basis to improve their health because the HRA is just a one time a year thing. The feeling is a rewards program like Go365 will help incentivize people.

Buckley said if the PHAs were going in the right direction but were missing some component, why would we not just modify the PHAs to what we think we need versus bringing in a whole new program and starting over, with less participation. Bomkamp said she hears stories that people lose weight or stop smoking right before the PHA and then after the PHA, their lifestyle goes right back to where it was. She feels there will be better results down the road with a program that spans the entire year.

Buckley pointed out there is a new benefits broker and they should be able to come in and give some examples of different programs and have knowledge of things that have worked with other companies. Bomkamp responded that there were presentations made by four different benefit brokers and all of the programs they talked about were very similar to what we are looking at now. Buckley said he would have liked to have seen what other brokers proposed and Bomkamp informed she can provide that information.

Van Dyck said the implementation of some of these things is not that dependent on the October 31 budget date because there is no impact to the general budget in that the funds are in the health insurance fund, not the general fund, except for the STD and LTD. From a timing perspective, Van Dyck questioned if there was time to get further input on this.

Shanda informed the implementation date was set at October 1 because if this would be tied to the contributions for the upcoming year, employees would have from the implementation date through September 30 of the next year to participate and what would then give HR time to set contributions based on the engagement for the budget. Any effective date can be chosen for the program. Weininger said if the Board does not go forward with this piece, it will probably come back as part of the budget and the implementation would then be pushed back unless the Board

comes up with roughly \$80,000 for PHAs and RAS along with \$90,000 for on-site nursing services and roughly \$70,000 for projected savings.

Van Dyck agreed with Buckley in that there was some consternation when the PHAs were put into effective and there was a lot of pushback. He agrees that the PHA system is not flawless, but he sees flaws in Go365 as well. Like Buckley, he would like to see some feedback from the benefits consultant by coming to the Committee with other alternatives. He also questioned if there was a possibility to modify the PHAs to enhance them instead of getting rid of them and starting something new.

Moynihan referenced the on-site nursing services and said the intention was to eliminate employees setting up doctors' appointments and asked if there was a reduction in claims from that. Weininger said the near-site clinic would be for things like stitches and broken bones and it would be less expensive for employees to go there rather than their providers. The difference with the near-site clinic and the on-site nursing services is that the on-site nurses work with employees on the reasonable alternatives standards. The near-site clinic provides a higher level of service than the on-site nursing staff.

Moving the resolution forward without the Go365 component would require the following changes to the document: eliminate the cost of Go365 of \$120,752, eliminate the discontinuation of the PHA and RAS for \$79,155; eliminate discontinuation of on-site nursing services of \$90,046 and eliminate the anticipated claims reduction to improvement of health of \$69,894.

The near-site clinic, athletic trainer and on-site health management provisions would remain in the resolution as well as the change in provider for STD and LTD and FMLA benefits.

Sieber requested that the health fund expenses and revenues for the past five years be presented at the next meeting as well so we know how the insurance performed after the PHAs were implemented. He would also like to have the figures to date for this year included. Sieber said overall he likes the Go365 program but feels tying it to premiums is too drastic.

Motion made by Supervisor Van Dyck, seconded by Supervisor Buckley to approve resolution with the changes indicated by the Department of Administration and that Administration bring back information regarding options for the remainder of the resolution to the October Administration Committee and Executive Committee meetings. Vote taken. MOTION CARRIED UNANIMOUSLY

8. Resolution regarding Changes to the Airport Department Table of Organization.

Motion made by Supervisor Erickson, seconded by Supervisor Sieber to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

9. Resolution regarding the Addition of a .34 LTE 4H Program Coordinator, and a .26 LTE 4H After School Instructor, in the UW Extension Table of Organization.

Motion made by Supervisor Moynihan, seconded by Supervisor Sieber to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

10. Resolution regarding Additional Hours for the LTE Master Garden Volunteer Coordinator in the UW Extension Table of Organization.

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

At this time, the Committee returned to Item 4.

11. Resolution regarding Adding a Deputy Sheriff-Patrol Officer Position to the Sheriff's Department Table of Organization.

Motion made by Supervisor Buckley, seconded by Supervisor Moynihan to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

Internal Auditor

- 12. Presentation of the 2017 Comprehensive Annual Financial Report (CAFR) and Management Communications by David Maccoux, Schenck, SC.**

Dave Maccoux of Schenck outlined the CAFR and information contained in the Management Communications document with the Committee.

Motion made by Supervisor Sieber, seconded by Supervisor Buckley to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

- 13. Board of Supervisors Budget Status Financial Report (Unaudited) & Veterans Recognition Subcommittee Budget Status Financial Report (Unaudited) – July 2018.**

Internal Auditor Dan Process informed overtime for this year has exceeded the budgeted amount and this is mainly because outside services are not being used regularly by the Board Office

Motion made by Supervisor Hoyer, seconded by Supervisor Buckley to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

- 14. Status Update: August 1 – August 31, 2018.**

Process informed a draft copy of the 2019 audit plan was included in the agenda packet and asked that if anyone had any comments or suggestions to let him know as the document can be revised if necessary.

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Human Resources

- 15. HR Director's Report.**

Weininger informed there will be a meeting with PayScale later this week on the class and comp. They still intend to have it done by the end of the year and he will keep the Committee updated.

Motion made by Supervisor Buckley, seconded by Supervisor Sieber to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Corporation Counsel

- 16. Corporation Counsel's Report.**

Motion made by Supervisor Sieber, seconded by Supervisor Moynihan to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Department of Administration

- 17. Budget Status Report – Levy Funded Departments as of July 31, 2018.**

Weininger informed Community Programs is running over. The Sheriff's Department is also running over and that is due mainly to the contract with Lock and Load. The boarding of prisoners is coming in better than was expected and is being well controlled by the Jail. There have been adjustments made in the 2019 budget for other areas that had shortfalls.

Motion made by Supervisor Moynihan, seconded by Supervisor Sieber to receive and place on file. Vote taken.
MOTION CARRIED UNANIMOUSLY

18. Director of Administration's Report.

Weininger informed that currently the County has a contract with PFM for financial advisor services but the contract comes due in February. He would like to terminate the contract with PFM now so they can get a new advisor on board and ready to go because there will be four debt issuances in 2019. They will be doing a quick RFP on this and Weininger asked that if any Supervisors would like to sit in on the process to let him know. Lund expressed interest in this.

Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to receive and place in file. Vote taken.
MOTION CARRIED UNANIMOUSLY

County Executive

19. County Executive's Report.

No report; no action taken.

Other

20. Such other matters as authorized by law.

Moynihan announced Supervisor Becker is resigning effective September 14 and letters of introduction and resumes will be accepted until September 28 to fill the position. A press release will be going out regarding this tomorrow.

With regard to overtime in the Board Office as alluded to by Process earlier, Moynihan said a lot of this is attributed to the fact that in addition to the standing Committees, a number of subcommittees and things of that nature have been added that Board staff is responsible for. He pointed out that County ordinances state minutes shall contain all motions, actions taken on the motions and a summary. Board staff does a phenomenal job, but the minutes are being done almost verbatim. He has encouraged staff to consolidate the minutes and said if he had his druthers, the minutes would contain the motions and actions and nothing more. He did not bring a communication on this, but he wanted to make the Committee aware that he has added some hours to the Board budget for a part-time position to help out next year.

Van Dyck said this should be added to the agenda for the next meeting for further discussion.

21. Adjourn.

Motion made by Supervisor Moynihan, seconded by Supervisor Hoyer to adjourn at 8:54 pm. Vote taken. MOTION CARRIED UNANIMOUSLY

Respectfully submitted,

Therese Giannunzio
Administrative Specialist

2018 Benefit Advisory Committee Recommendation

To Executive Committee

Reinserting PHAs in 2019 for the purpose of setting premium tiers for 2020. Implementing Humana GO365 as an incentive program, providing Human Resources can identify estimated savings to cover program costs. Implement trainer, Nurse Care coordinator, and Near-site clinic mid-year in 2019; with an estimated savings of \$191,500, more than offsetting the \$95,000 cost of reimplementing PHAs.

*Comments from
the Public*

September 19, 2018

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

**RESOLUTION APPROVING CHANGES TO THE HUMAN RESOURCES AND
ADMINISTRATION DEPARTMENT TABLES OF ORGANIZATION**

WHEREAS, a communication from Supervisor Richard Schadewald regarding reorganizing the Department of Administration and Human Resources Department Tables of Organization was received at the September 5, 2018 meeting of the Brown County Administration Committee; and

WHEREAS, the Administration Committee directed Human Resources to draft a Resolution incorporating the changes contemplated in Supervisor Schadewald's Communication; and

WHEREAS, the Department of Administration and the Human Resources Department (the "Departments") have reviewed the proposed changes to each Department's respective Table of Organization; and

WHEREAS, the Departments have evaluated the workload to support the new changes and have identified positions to be changed and/or eliminated from the Departments' Tables of Organization; and

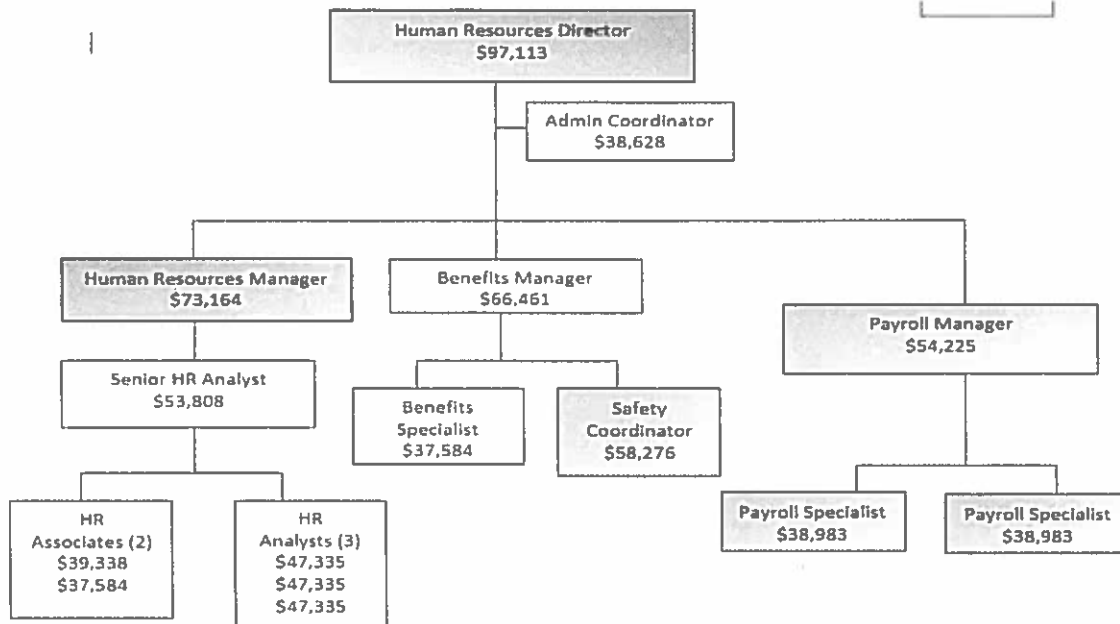
WHEREAS, it is desirable to eliminate the Human Resources Department through the deletion of fifteen (15.00) FTEs; and

WHEREAS, it is desirable that fourteen (14.00) FTEs, handling the same or substantially similar human resource functions, be added to the Department of Administration's Table of Organization.

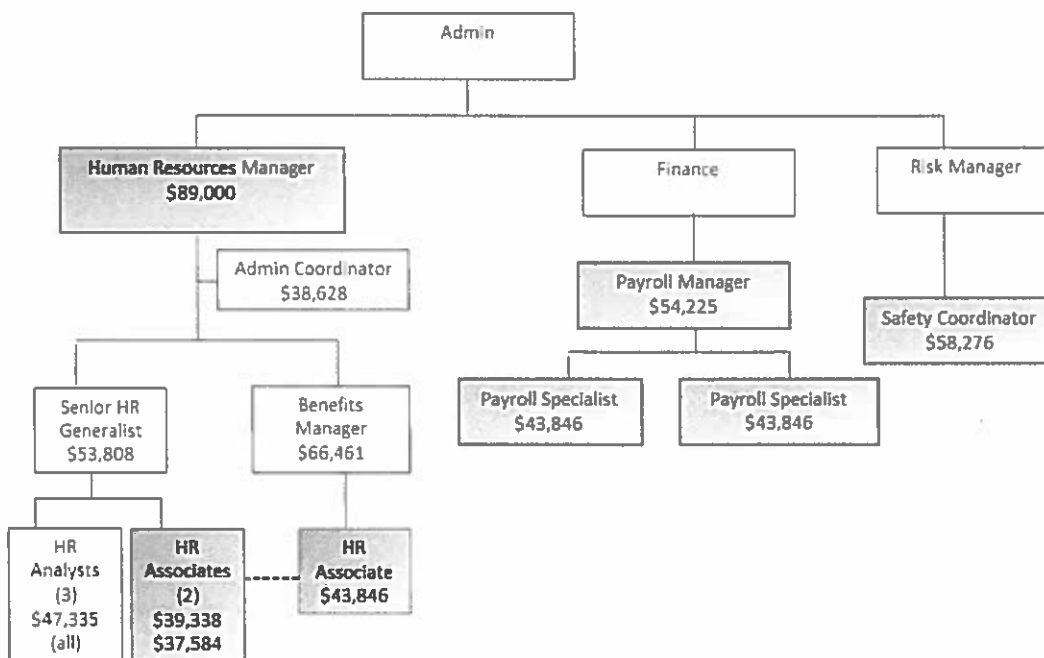
NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors, that the Human Resources Department will be eliminated through the deletion of fifteen (15.00) FTEs, as described in the below Budget Impact section of this Resolution. Prior to

6

eliminating the fifteen (15.00) FTEs, the Human Resources Department Table of Organization was as follows:



BE IT FURTHER RESOLVED, that the Department of Administration shall add fourteen (14.00) FTEs to its Table of Organization, shown, in relevant part, as follows, and as described in the below Budget Impact section of this Resolution:



BUDGET IMPACT—HUMAN RESOURCES/ADMINISTRATION

ANNUALIZED Budget Impact

<i>Annualized Budget Impact</i>	FTE	Addition/ Deletion	Salary	Fringe	Total
Human Resources Director \$46.51/hr Position # 101.010.064 Hours: 2080	1.0	Deletion	(\$97,113)	(\$31,188)	(\$128,301)
Human Resources Administrative Coordinator \$18.50/hr Position # 106.100.064 Hours: 2080	1.0	Deletion	(\$38,628)	(\$6,015)	(\$44,643)
Human Resources Manager \$35.04/hr Position # 104.010.064 Hours: 2080	1.0	Deletion	(\$73,164)	(\$12,496)	(\$85,660)
Benefits Manager \$31.83/hr Position # 103.010.064 Hours: 2080	1.0	Deletion	(\$66,461)	(\$17,179)	(\$83,640)
Payroll Manager \$25.97/hr Position # 102.010.064 Hours: 2080	1.0	Deletion	(\$54,225)	(\$26,087)	(\$80,312)
Senior HR Analyst \$25.77/hr Position # 105.010.064 Hours: 2080	1.0	Deletion	(\$53,808)	(\$25,725)	(\$79,533)
Human Resources Analyst \$22.67/hr Position #112.100.064 \$22.67/hr Position #102.100.064 \$25.29/hr Position #103.100.064 Hours: 2080 (each)	3.0	Deletion	(\$147,476)	(\$40,542)	(\$188,018)
Human Resources Associate \$18.84/hr Position # 108.100.064 \$18.00/hr Position # 107.100.064 Hours: 2080 (each)	2.0	Deletion	(\$75,398)	(\$30,882)	(\$106,280)
Benefits Specialist \$21.08/hr Position # 103.010.064 Hours: 2080	1.0	Deletion	(\$43,846)	(\$5,832)	(\$49,678)
Safety Coordinator \$27.91/hr Position # 111.100.064 Hours: 2080	1.0	Deletion	(\$58,276)	(\$15,693)	(\$73,969)

u

Payroll Specialist \$18.67/hr Position # 110.100.064 \$18.67/hr Position # 109.100.064 Hours: 2080 (each)	2.0	Deletion	(\$77,966)	(\$26,195)	(\$104,161)
Human Resources Administrative Coordinator \$18.50/hr Position # 106.100.064 Hours: 2088	1.0	Addition	\$38,628	\$6,015	\$44,643
Human Resources Manager \$42.79/hr Position # 104.010.064 Hours: 2088	1.0	Addition	\$89,346	\$23,478	\$112,824
Benefits Manager \$31.83/hr Position # 103.010.064 Hours: 2088	1.0	Addition	\$66,461	\$17,179)	\$83,640
Payroll Manager \$25.97/hr Position # 102.010.064 Hours: 2088	1.0	Addition	\$54,225	\$26,087	\$80,312
Senior HR Generalist \$26.21/hr Position # 105.010.064 Hours: 2088	1.0	Addition	\$53,808	\$25,725	\$79,533
Human Resources Generalist \$22.67/hr Position #112.100.064 \$22.67/hr Position #102.100.064 \$22.67/hr Position #103.100.064 Hours: 2088 (each)	3.0	Addition	\$142,005	\$55,957	\$197,962
Human Resources Associate \$18.84/hr Position # 108.100.064 \$18.00/hr Position # 107.100.064 Human Resources Associate (Benefits) \$21.08/hr Position # 103.010.064 Hours: 2088 (each)	3.0	Addition	\$120,937	\$46,151	\$167,088
Safety Coordinator \$27.91/hr Position # 111.100.064 Hours: 2088	1.0	Addition	\$58,276	\$15,630	\$73,906

Payroll Specialist					
\$21.08/hr Position # 110.100.064 \$21.08/hr Position # 109.100.064					
Hours: 2088 (each)	2.0	Addition	\$77,966	\$26,376	\$104,342
Annualized Budget Impact					(\$79,945)

PARTIAL BUDGET IMPACT

Partial Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Human Resources Director					
\$46.51/hr Position # 101.010.064					
Hours: 2080	1.0	Deletion	(\$16,186)	(\$5,198)	(\$21,384)
Human Resources Administrative Coordinator					
\$18.50/hr Position # 106.100.064					
Hours: 2080	1.0	Deletion	(\$6,438)	(\$1,003)	(\$7,441)
Human Resources Manager					
\$35.04/hr Position # 104.010.064					
Hours: 2080	1.0	Deletion	(\$12,194)	(\$2,083)	(\$14,277)
Benefits Manager					
\$31.83/hr Position # 103.010.064					
Hours: 2080	1.0	Deletion	(\$11,077)	(\$2,863)	(\$13,940)
Payroll Manager					
\$25.97/hr Position # 102.010.064					
Hours: 2080	1.0	Deletion	(\$9,038)	(\$4,348)	(\$13,386)
Senior HR Analyst					
\$25.77/hr Position # 105.010.064					
Hours: 2080	1.0	Deletion	(\$8,968)	(\$4,288)	(\$13,256)
Human Resources Analyst					
\$22.67/hr Position #112.100.064 \$22.67/hr Position #102.100.064 \$25.29/hr Position #103.100.064					
Hours: 2080 (each)	3.0	Deletion	(\$24,579)	(\$6,757)	(\$31,336)
Human Resources Associate					
\$18.84/hr Position # 108.100.064 \$18.00/hr Position # 107.100.064					
Hours: 2080 (each)	2.0	Deletion	(\$12,566)	(\$5,147)	(\$17,713)

Benefits Specialist \$21.08/hr Position # 103.010.064 Hours: 2080	1.0	Deletion	(\$7,308)	(\$972)	(\$8,280)
Safety Coordinator \$27.91/hr Position # 111.100.064 Hours: 2080	1.0	Deletion	(\$9,713)	(\$2,616)	(\$12,329)
Payroll Specialist \$18.67/hr Position # 110.100.064 \$18.67/hr Position # 109.100.064 Hours: 2080 (each)	2.0	Deletion	(\$12,994)	(\$4,366)	(\$17,360)
Human Resources Administrative Coordinator \$18.50/hr Position # 106.100.064 Hours: 2080	1.0	Addition	\$6,438	\$1,003	\$7,441
Human Resources Manager \$42.79/hr Position # 104.010.064 Hours: 2080	1.0	Addition	\$14,834	\$2,561	\$17,395
Benefits Manager \$31.83/hr Position # 103.010.064 Hours: 2080	1.0	Addition	\$11,077	\$2,863	\$13,940
Payroll Manager \$25.97/hr Position # 102.010.064 Hours: 2080	1.0	Addition	\$9,038	\$4,348	\$13,386
Senior HR Generalist \$25.77/hr Position # 105.010.064 Hours: 2080	1.0	Addition	\$8,968	\$4,288	\$13,256
Human Resources Generalist \$22.67/hr Position #112.100.064 \$22.67/hr Position #102.100.064 \$22.67/hr Position #103.100.064 Hours: 2080 (each)	3.0	Addition	\$23,577	\$3,764	\$27,341
Human Resources Associate \$18.84/hr Position # 108.100.064 \$18.00/hr Position # 107.100.064 Human Resources Associate (Benefits) \$21.08/hr Position # 103.010.064	3.0	Addition	\$19,874	\$6,119	\$25,993

6

Hours: 2088 (each)					
Safety Coordinator					
\$27.91/hr Position # 111.100.064					
Hours: 2080	1.0	Addition	\$9,713	\$2,616	\$12,329
Payroll Specialist					
\$18.67/hr Position # 110.100.064					
\$18.67/hr Position # 109.100.064					
Hours: 2080 (each)	2.0	Addition	\$12,994	\$4,366	\$17,360
Partial Year Budget Impact					(\$22,261)

Fiscal Impact: This resolution does not require an appropriation for the general fund and will result in a savings of \$22,261 in 2018. Total yearly savings projected for 2019 is \$79,945.

Respectfully submitted,
ADMINISTRATION COMMITTEE &
EXECUTIVE COMMITTEE

Approved By: _____

TROY STRECKENBACH
COUNTY EXECUTIVE

Date Signed: _____

Authored by Human Resources

Approved by Corporation Counsel's Office

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISORS	DIST. #	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
LEFEBVRE	6				
ERICKSON	7				
BORCHARDT	8				
EVANS	9				
VANDER LEEST	10				
BUCKLEY	11				
LANDWEHR	12				

SUPERVISORS	DIST. #	AYES	NAYS	ABSTAIN	EXCUSED
BRUSKY	14				
BALLARD	15				
KASTER	16				
VAN DYCK	17				
LINSEN	18				
KNEISZEL	19				
DESLAURIERS	20				
TRAN	21				
MOYNIHAN, JR.	22				
SUENNEN	23				
SCHADEWALD	24				
LUND	25				

REQUEST FOR TABLE OF ORGANIZATION CHANGE RESOLUTION
HUMAN RESOURCES DEPARTMENT

Deadlines for resolution submission:

Human Resources Deadlines: Four (4) weeks prior to the parent committee meeting	Request for Resolution Form and current Position Description are due to the department's Human Resources Analyst for review and recommendation.
Three (3) weeks prior to the parent committee meeting	Request for Resolution Form is reviewed and signed by the Human Resources Director, Director of Administration and County Executive. Resolution and Submission Form are drafted by HR and reviewed by the department head.
Administration Deadline: On Tuesday, two (2) weeks prior to the parent committee meeting (Per Administrative Policy A-13)	Resolution, Submission Form and Position Description are due to the Director of Administration for review and fiscal note and then are sent to Corporation Counsel for review.
County Board Deadline: On Tuesday, one (1) week prior to the parent committee meeting by 4:00 p.m. (Per County Code Chapter 2.13(4)(b))	Corporation Counsel sends the Resolution, Submission Form and Position Description to the County Board office for the committee agenda.

DATE: 9-6-18
REQUEST TO: Admin Committee, Executive Committee, County Board
MEETING DATE: Sept/October 2018
REQUEST FROM: Richard Schadewald, County Board Supervisor
 County Board Supervisor
EFFECTIVE DATE: TBD

Please select what describes the change(s) you are requesting to your table of organization:

Requesting to Delete Position(s)	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Requesting to Create New Position(s)	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Requesting to Reclassify Current Position(s)	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is this change for the budget process?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

ISSUE/BACKGROUND INFORMATION:

Change requested by Supervisor Schadewald and approved by Admin Committee.

ACTION REQUESTED:

Approve a re-organization where the current Human Resources Department moves over under Administration.

Current Position Information:

Job Title:	Human Resources Director
Position #:	101.010.064
Worksite:	Northern Bldg
Managing Position #:	
Does this position manage other positions?	Yes
Hourly Rate:	\$46.51
Annual Hours:	2080
FTE:	1.0
Pay Grade:	4
Exempt/Non-Exempt:	Exempt
GL Account #:	100.064.001

Job Title:	Human Resources Administrative Coordinator
Position #:	106.100.064
Worksite:	Northern Bldg
Managing Position #:	101.010.064
Does this position manage other positions?	No
Hourly Rate:	\$18.50
Annual Hours:	2080
FTE:	1.0
Pay Grade:	17
Exempt/Non-Exempt:	Non-Exempt
GL Account #:	100.064.001

Job Title:	Human Resources Manager
Position #:	104.010.064
Worksite:	Northern Bldg
Managing Position #:	106.100.064
Does this position manage other positions?	Yes
Hourly Rate:	\$35.04
Annual Hours:	2080
FTE:	1.0
Pay Grade:	7
Exempt/Non-Exempt:	Exempt
GL Account #:	100.064.001

Job Title:	Benefits Manager
Position #:	103.010.064
Worksite:	Northern Bldg
Managing Position #:	104.010.064
Does this position manage other positions?	Yes
Hourly Rate:	\$31.83
Annual Hours:	2080
FTE:	1.0
Pay Grade:	6
Exempt/Non-Exempt:	Exempt
GL Account #:	100.064.001

Proposed Position Information:

Job Title:	N/A
Position #:	
Worksite:	
Managing Position #:	
Does this position manage other positions?	
Hourly Rate:	
Annual Hours:	
FTE:	
Pay Grade:	
Exempt/Non-Exempt:	
GL Account #:	

Job Title:	Human Resources Administrative Coordinator
Position #:	106.100.064
Worksite:	Northern Bldg
Managing Position #:	104.010.064
Does this position manage other positions?	No
Hourly Rate:	\$18.50
Annual Hours:	2080
FTE:	1.0
Pay Grade:	17
Exempt/Non-Exempt:	Non-Exempt
GL Account #:	100.064.001

Job Title:	Human Resources Manager
Position #:	104.010.064
Worksite:	Northern Bldg
Managing Position #:	102.010.032
Does this position manage other positions?	Yes
Hourly Rate:	\$42.79
Annual Hours:	2080
FTE:	1.0
Pay Grade:	4
Exempt/Non-Exempt:	Exempt
GL Account #:	100.064.001

Job Title:	Benefits Manager
Position #:	103.010.064
Worksite:	Northern Bldg
Managing Position #:	104.010.064
Does this position manage other positions?	Yes
Hourly Rate:	\$31.83
Annual Hours:	2080
FTE:	1.0
Pay Grade:	6
Exempt/Non-Exempt:	Exempt
GL Account #:	100.064.001

6

Job Title:	Payroll Manager
Position #:	102.010.064
Worksite:	Northern Bldg
Managing Position #:	101.010.064
Does this position manage other positions?	Yes
Hourly Rate:	\$25.97
Annual Hours:	2080
FTE:	1.0
Pay Grade:	12
Exempt/Non-Exempt:	Exempt
GL Account #:	100.064.001

Job Title:	Payroll Manager
Position #:	102.010.064
Worksite:	Northern Bldg
Managing Position #:	101.010.032
Does this position manage other positions?	Yes
Hourly Rate:	\$25.97
Annual Hours:	2080
FTE:	1.0
Pay Grade:	12
Exempt/Non-Exempt:	Exempt
GL Account #:	100.064.001

Job Title:	Senior HR Analyst
Position #:	105.100.064
Worksite:	Northern Bldg
Managing Position #:	104.010.064
Does this position manage other positions?	Yes
Hourly Rate:	\$25.77
Annual Hours:	2080
FTE:	1.0
Pay Grade:	11
Exempt/Non-Exempt:	Exempt
GL Account #:	100.064.001

Job Title:	Senior HR Generalist
Position #:	105.100.064
Worksite:	Northern Bldg
Managing Position #:	104.010.064
Does this position manage other positions?	Yes
Hourly Rate:	\$25.77
Annual Hours:	2080
FTE:	1.0
Pay Grade:	11
Exempt/Non-Exempt:	Exempt
GL Account #:	100.064.001

Job Title:	Human Resources Analyst
Position #:	112.100.064 102.100.064 103.100.064
Worksite:	Northern Bldg
Managing Position #:	105.100.064
Does this position manage other positions?	No
Hourly Rate:	\$22.67 \$22.67 \$25.29
Annual Hours:	2080
FTE:	3.0
Pay Grade:	13
Exempt/Non-Exempt:	Exempt
GL Account #:	100.064.001

Job Title:	Human Resources Generalist
Position #:	112.100.064 102.100.064 103.100.064
Worksite:	Northern Bldg
Managing Position #:	105.100.064
Does this position manage other positions?	No
Hourly Rate:	\$22.67 \$22.67 \$22.67
Annual Hours:	2080
FTE:	3.0
Pay Grade:	13
Exempt/Non-Exempt:	Exempt
GL Account #:	100.064.001

Job Title:	Human Resources Associate
Position #:	107.100.064 108.100.064
Worksite:	Northern Bldg
Managing Position #:	105.100.064
Does this position manage other positions?	No
Hourly Rate:	\$18.84 \$18.00
Annual Hours:	2080
FTE:	2.0
Pay Grade:	17

Job Title:	Human Resources Associate
Position #:	107.100.064 108.100.064
Worksite:	Northern Bldg
Managing Position #:	105.100.064
Does this position manage other positions?	No
Hourly Rate:	\$18.84 \$18.00
Annual Hours:	2080
FTE:	2.0
Pay Grade:	17

Exempt/Non-Exempt:	Non-Exempt
GL Account #:	100.064.001

Exempt/Non-Exempt:	Non-Exempt
GL Account #:	100.064.001

Job Title:	Benefits Specialist
Position #:	104.100.064
Worksite:	Northern Bldg
Managing Position #:	103.010.064
Does this position manage other positions?	No
Hourly Rate:	\$21.08
Annual Hours:	2080
FTE:	1.0
Pay Grade:	14
Exempt/Non-Exempt:	Exempt
GL Account #:	100.064.001

Job Title:	Human Resources Associate (Benefits)
Position #:	104.100.064
Worksite:	Northern Bldg
Managing Position #:	103.010.064
Does this position manage other positions?	No
Hourly Rate:	\$21.08
Annual Hours:	2080
FTE:	1.0
Pay Grade:	17
Exempt/Non-Exempt:	TBD
GL Account #:	100.064.001

Job Title:	Safety Coordinator
Position #:	111.100.064
Worksite:	Northern Bldg
Managing Position #:	103.010.064
Does this position manage other positions?	No
Hourly Rate:	\$27.91
Annual Hours:	2080
FTE:	1.0
Pay Grade:	13
Exempt/Non-Exempt:	Exempt
GL Account #:	100.064.001

Job Title:	Safety Coordinator
Position #:	111.100.064
Worksite:	Northern Bldg
Managing Position #:	105.010.032
Does this position manage other positions?	No
Hourly Rate:	\$27.91
Annual Hours:	2080
FTE:	1.0
Pay Grade:	13
Exempt/Non-Exempt:	Exempt
GL Account #:	100.064.001

Job Title:	Payroll Specialist
Position #:	110.100.064 109.100.064
Worksite:	Northern Bldg
Managing Position #:	102.010.064
Does this position manage other positions?	No
Hourly Rate:	\$18.67 \$18.67
Annual Hours:	2080
FTE:	2.0
Pay Grade:	14
Exempt/Non-Exempt:	Non-Exempt
GL Account #:	100.064.001

Job Title:	Payroll Specialist
Position #:	110.100.064 109.100.064
Worksite:	Northern Bldg
Managing Position #:	102.010.064
Does this position manage other positions?	No
Hourly Rate:	\$18.67 \$18.67
Annual Hours:	2080
FTE:	2.0
Pay Grade:	14
Exempt/Non-Exempt:	Non-Exempt
GL Account #:	100.064.001

Is this position grant funded? ☐ Yes ☒ No (If yes, attach a copy of the grant.)
Are benefits covered by the grant? ☐ Yes ☐ No

Are the duties of this position mandated? ☐ Yes ☐ No

1. What caused the increase in duties to justify adding this position?

We are not adding a position. We are doing a re-organization, moving positions under Administration.

2. Are duties currently being done? Explain why current staff is unable to absorb the duties.

N/A

6

3. List alternative methods for accomplishing this work or methods for doing this work without existing or additional staff.

N/A

4. What service(s) would be reduced or eliminated if position is not created?

N/A

5. Please list the qualifications or combined education and experience for an individual filling this position.

N/A

6. MUST INCLUDE CURRENT JOB DESCRIPTION WITH THIS REQUEST

FISCAL IMPACT:

NOTE: The fiscal impact portion is initially completed by the requestor, but verified by HR and Administration and updated if necessary.

1. Is there a fiscal impact? ☒ Yes ☐ No
- a. If yes, what is the estimated amount of the impact? (\$79,945)
- b. If part of a bigger project, what is the total amount of the project? \$ _____
- c. Is it currently budgeted? ☐ Yes ☐ No
1. If yes, in which account #? _____
2. If no, how will the impact be funded? _____

Annualized Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Human Resources Director \$46.51/hr Position # 101.010.064 Hours: 2080	1.0	Deletion	(\$97,113)	(\$31,188)	(\$128,301)
Human Resources Administrative Coordinator \$18.50/hr Position # 106.100.064 Hours: 2080	1.0	Deletion	(\$38,628)	(\$6,015)	(\$44,643)
Human Resources Manager \$35.04/hr Position # 104.010.064 Hours: 2080	1.0	Deletion	(\$73,164)	(\$12,496)	(\$85,660)
Benefits Manager \$31.83/hr Position # 103.010.064 Hours: 2080	1.0	Deletion	(\$66,461)	(\$17,179)	(\$83,640)
Payroll Manager \$25.97/hr Position # 102.010.064 Hours: 2080	1.0	Deletion	(\$54,225)	(\$26,087)	(\$80,312)

6

Senior HR Analyst \$25.77/hr Position # 105.010.064 Hours: 2080	1.0	Deletion	(\$53,808)	(\$25,725)	(\$79,533)
Human Resources Analyst \$22.67/hr Position #112.100.064 \$22.67/hr Position #102.100.064 \$25.29/hr Position #103.100.064 Hours: 2080 (each)	3.0	Deletion	(\$147,476)	(\$40,542)	(\$188,018)
Human Resources Associate \$18.84/hr Position # 108.100.064 \$18.00/hr Position # 107.100.064 Hours: 2080 (each)	2.0	Deletion	(\$75,398)	(\$30,882)	(\$106,280)
Benefits Specialist \$21.08/hr Position # 103.010.064 Hours: 2080	1.0	Deletion	(\$43,846)	(\$5,832)	(\$49,678)
Safety Coordinator \$27.91/hr Position # 111.100.064 Hours: 2080	1.0	Deletion	(\$58,276)	(\$15,693)	(\$73,969)
Payroll Specialist \$18.67/hr Position # 110.100.064 \$18.67/hr Position # 109.100.064 Hours: 2080 (each)	2.0	Deletion	(\$77,966)	(\$26,195)	(\$104,161)
Human Resources Administrative Coordinator \$18.50/hr Position # 106.100.064 Hours: 2080	1.0	Addition	\$38,628	\$6,015	\$44,643
Human Resources Manager \$42.79/hr Position # 104.010.064 Hours: 2080	1.0	Addition	\$89,346	\$23,478	\$112,824
Benefits Manager \$31.83/hr Position # 103.010.064 Hours: 2080	1.0	Addition	\$66,461	\$17,179	\$83,640
Payroll Manager \$25.97/hr Position # 102.010.064 Hours: 2080	1.0	Addition	\$54,225	\$26,087	\$80,312
Senior HR Generalist \$25.77/hr Position # 105.010.064 Hours: 2080	1.0	Addition	\$53,808	\$25,725	\$79,533

6

Human Resources Generalist \$22.67/hr Position #112.100.064 \$22.67/hr Position #102.100.064 \$22.67/hr Position #103.100.064 Hours: 2080 (each)	3.0	Addition	\$142,005	\$55,957	\$197,962
Human Resources Associate \$18.84/hr Position # 108.100.064 \$18.00/hr Position # 107.100.064 Human Resources Associate (Benefits) \$21.08/hr Position # 103.010.064 Hours: 2080 (each)	3.0	Addition	\$120,244	\$46,151	\$167,088
Safety Coordinator \$27.91/hr Position # 111.100.064 Hours: 2080	1.0	Addition	\$58,276	\$15,630	\$73,906
Payroll Specialist \$18.67/hr Position # 110.100.064 \$18.67/hr Position # 109.100.064 Hours: 2080 (each)	2.0	Addition	\$77,966	\$26,376	\$104,342
Annualized Budget Impact					(\$79,945)

Partial Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Human Resources Director \$46.51/hr Position # 101.010.064 Hours: 2080	1.0	Deletion	(\$16,186)	(\$5,198)	(\$21,384)
Human Resources Administrative Coordinator \$18.50/hr Position # 106.100.064 Hours: 2080	1.0	Deletion	(\$6,438)	(\$1,003)	(\$7,441)
Human Resources Manager \$35.04/hr Position # 104.010.064 Hours: 2080	1.0	Deletion	(\$12,194)	(\$2,083)	(\$14,277)
Benefits Manager \$31.83/hr Position # 103.010.064 Hours: 2080	1.0	Deletion	(\$11,077)	(\$2,863)	(\$13,940)
Payroll Manager \$25.97/hr Position # 102.010.064 Hours: 2080	1.0	Deletion	(\$9,038)	(\$4,348)	(\$13,386)

Senior HR Analyst \$25.77/hr Position # 105.010.064 Hours: 2080	1.0	Deletion	(\$8,968)	(\$4,288)	(\$13,256)
Human Resources Analyst \$22.67/hr Position #112.100.064 \$22.67/hr Position #102.100.064 \$25.29/hr Position #103.100.064 Hours: 2080 (each)	3.0	Deletion	(\$24,579)	(\$6,757)	(\$31,336)
Human Resources Associate \$18.84/hr Position # 108.100.064 \$18.00/hr Position # 107.100.064 Hours: 2080 (each)	2.0	Deletion	(\$12,566)	(\$5,147)	(\$17,713)
Benefits Specialist \$21.08/hr Position # 103.010.064 Hours: 2080	1.0	Deletion	(\$7,308)	(\$972)	(\$8,280)
Safety Coordinator \$27.91/hr Position # 111.100.064 Hours: 2080	1.0	Deletion	(\$9,713)	(\$2,616)	(\$12,329)
Payroll Specialist \$18.67/hr Position # 110.100.064 \$18.67/hr Position # 109.100.064 Hours: 2080 (each)	2.0	Deletion	(\$12,994)	(\$4,366)	(\$17,360)
Human Resources Administrative Coordinator \$18.50/hr Position # 106.100.064 Hours: 2080	1.0	Addition	\$6,438	\$1,003	\$7,441
Human Resources Manager \$42.79/hr Position # 104.010.064 Hours: 2080	1.0	Addition	\$14,834	\$2,561	\$17,395
Benefits Manager \$31.83/hr Position # 103.010.064 Hours: 2080	1.0	Addition	\$11,077	\$2,863	\$13,940
Payroll Manager \$25.97/hr Position # 102.010.064 Hours: 2080	1.0	Addition	\$9,038	\$4,348	\$13,386
Senior HR Generalist \$25.77/hr Position # 105.010.064 Hours: 2080	1.0	Addition	\$8,968	\$4,288	\$13,256

6

Human Resources Generalist \$22.67/hr Position #112.100.064 \$22.67/hr Position #102.100.064 \$22.67/hr Position #103.100.064 Hours: 2080 (each)	3.0	Addition	\$23,577	\$3,764	\$27,341
Human Resources Associate \$18.84/hr Position # 108.100.064 \$18.00/hr Position # 107.100.064 Human Resources Associate (Benefits) \$21.08/hr Position # 103.010.064 Hours: 2080 (each)	3.0	Addition	\$19,874	\$6,119	\$25,993
Safety Coordinator \$27.91/hr Position # 111.100.064 Hours: 2080	1.0	Addition	\$9,713	\$2,616	\$12,329
Payroll Specialist \$18.67/hr Position # 110.100.064 \$18.67/hr Position # 109.100.064 Hours: 2080 (each)	2.0	Addition	\$12,994	\$4,366	\$17,360
Partial Year Budget Impact					(\$22,261)

HUMAN RESOURCES REVIEW / RECOMMENDATION *(HR only)*

Reviewed by: _____ Date: _____

Comments: _____

Are you in agreement with the department's new position/reclassification request? ☐ Yes ☐ No

HUMAN RESOURCES DIRECTOR REVIEW

OK to proceed with inclusion of this new position/reclassification? ☐ Yes ☐ No

Reviewed/Approved
as to operational need by: _____
(HR Manager Signature) (Date)

6

DIRECTOR OF ADMINISTRATION REVIEW

OK to proceed with inclusion of this new position/reclassification? ☐ Yes ☐ No

Reviewed/Approved by: _____
(Director of Administration Signature) (Date)

COUNTY EXECUTIVE REVIEW

OK to proceed with inclusion of this new position/reclassification? ☐ Yes ☐ No

Reviewed/Approved by: _____
(County Executive Signature) (Date)

September 19, 2018

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

**RESOLUTION APPROVING HEALTH INSURANCE PLAN RELATED CHANGES
DURING THE 2018 CALENDAR YEAR**

WHEREAS, the Brown County Human Resources Department has been charged with monitoring the Brown County Employee Health Insurance Fund, and contracting for the management of Short-and-Long Term Disability (STD/LTD) and Family Medical Leave Act (FMLA) benefits; and

WHEREAS, it is desirable to replace our current yearly Personal Health Assessment (PHA) Program with the GO365 Wellness Program; and

WHEREAS, implementation of the GO365 Program is projected to result in greater member engagement, better health outcomes and long-term cost savings to both employees and the health insurance plan; and

WHEREAS, it is desirable to change management of STD/LTD and FMLA benefits from The Standard to Unum Group in order to achieve cost savings; and

WHEREAS, it is desirable to discontinue Brown County on-site nursing services to achieve cost savings; and

WHEREAS, it is desirable to collaborate with Bellin Health Near-Site Clinic Curative Connection to provide services for acute, chronic and preventative care; to provide athletic training to certain employees to reduce musculoskeletal injuries; and to provide health management services in order to improve overall health and wellness and achieve cost savings.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that it hereby approves of and authorizes the following health insurance plan related changes, as stated above and below, and directs County staff and officers to take any and all actions necessary to effectuate them:

- 1) Replace our current yearly PHA Program with the GO365 Wellness Program; and
- 2) Change management of our STD/LTD and FMLA benefits from The Standard to Unum Group; and
- 3) Discontinue the Brown County on-site nursing services; and
- 4) Collaborate with Bellin Health Near-Site Clinic Curative Connection; provide athletic training to reduce workplace injuries; and provide health management services at the near-site clinic.

Fiscal Note: This resolution does not require an appropriation from the General Fund. The changes will result in a projected savings of \$516,745 in the 2019 Budget. The cost of GO365 is \$120,752 and will be offset by the discontinuation of current yearly PHA's and Reasonable Alternative Standard's (\$-79,155); discontinuation of on-site nursing services (\$-90,046); and a projected savings of \$69,894 in medical claims due to improved health. Switching to Unum Group for STD and LTD is projected to save \$98,402 in 2019 Budget. The Near-Site Clinic Collaboration, Athletic Training program implementation, and On-site Health Management are projected to save \$300,000 in claims reduction.

Respectfully submitted,
ADMINISTRATION COMMITTEE,
EXECUTIVE COMMITTEE

Approved By:

COUNTY EXECUTIVE (Date)

Authored by Human Resources

Approved by Corporation Counsel's Office

BOARD OF SUPERVISORS ROLL CALL # _____

Motion made by Supervisor _____

Seconded by Supervisor _____

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
SIEBER	1			
DE WANE	2			
NICHOLSON	3			
HOYER	4			
GRUSZYNSKI	5			
LEFEBVRE	6			
ERICKSON	7			
BORCHARDT	8			
EVANS	9			
VANDER LEEST	10			
BUCKLEY	11			
LANDWEHR	12			
DANTINNE, JR	13			

SUPERVISOR NAMES	DIST. #	AYES	NAYS	ABSTAIN
BRUSKY	14			
BALLARD	15			
KASTER	16			
VAN DYCK	17			
LINSEN	18			
KNEISZEL	19			
DESLAURIERS	20			
TRAN	21			
MOYNIHAN, JR	22			
SUENNEN	23			
SCHADEWALD	24			
LUND	25			
BECKER	26			

Total Votes Cast _____

Motion: Adopted _____ Defeated _____ Tabled _____



305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600

Bree A. Madison

PHONE (920) 448-4071 FAX (920) 448-6277 WEB: www.co.brown.wi.us

Interim Director

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE: August 15, 2018
REQUEST TO: Administration Committee and Executive Committee
MEETING DATE: September 5, 2018 and September 10, 2018
REQUEST FROM: Bree Madison
Interim Human Resources Director

REQUEST TYPE: ☒ New resolution ☐ Revision to resolution
☐ New ordinance ☐ Revision to ordinance

TITLE: Resolution Approving Changes to the Brown County Health Insurance Plan During the 2018 Calendar Year

ISSUE/BACKGROUND INFORMATION:

The Brown County Human Resources Department has been charged with monitoring the Brown County Employee Health Insurance Fund. An opportunity to modify our existing Wellness Program to employees to improve their overall health has been identified. The implementation will result in greater member engagement and result in long-term cost savings for the employees and the health insurance plan.

ACTION REQUESTED:

- Addition of the GO365 Wellness Program, discontinuation of the annual Personal Health Assessments, discontinuation of on-site nursing services, transition from The Standard to UNUM for STD/LTD and FMLA management, and add onsite athletic trainer, Near-Site Clinic and Health Management services

FISCAL IMPACT:

NOTE: This fiscal impact portion is initially completed by requestor, but verified by the DOA and updated if necessary.

1. Is there a fiscal impact? ☒ Yes ☐ No
 - a. If yes, what is the amount of the impact? (\$516,745)
 - b. If part of a bigger project, what is the total amount of the project? \$_____
 - c. Is it currently budgeted? ☒ Yes ☐ No
 1. If yes, in which account? Health Insurance Fund
 2. If no, how will the impact be funded?

☒ **COPY OF RESOLUTION OR ORDINANCE IS ATTACHED**

2019 CONTRIBUTION STRATEGIES ARE NOT CHANGING

Go365 is being considered for
contribution strategies in 2020

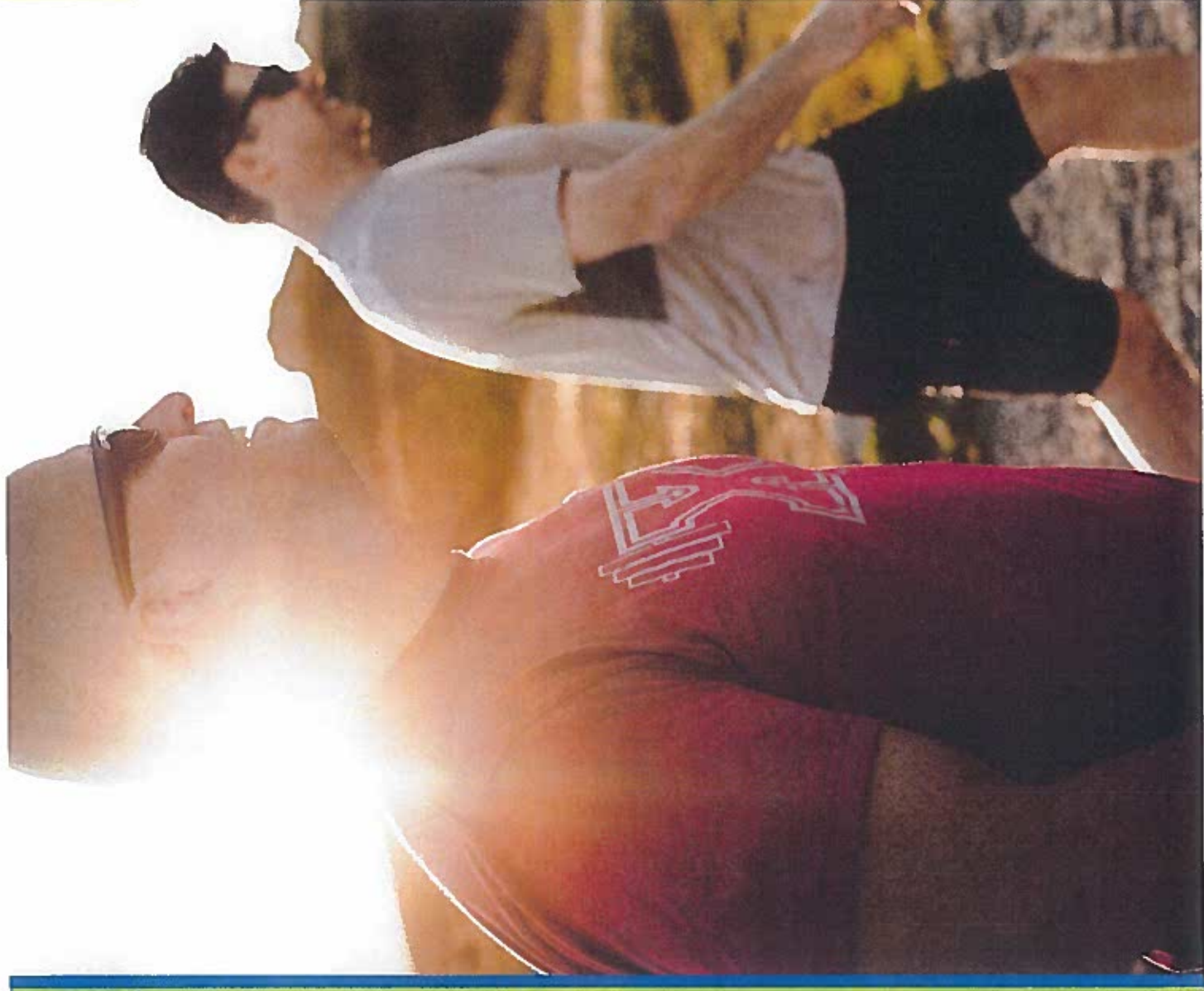
Ready, Set, Go365!



Go365

For wellness and rewards

Brown County



Go365 Status Levels & Points

Here's how many Points you need to move up in Status

Start here
and move up



Blue



Bronze



Silver



Gold



Platinum

3 ways to **get to Bronze**

1. Complete at least one Health Assessment section online or on the Go365 App
2. Get a Biometric Screening
3. Log a verified workout

5,000 One adult per policy	8,000 One adult per policy	10,000 One adult per policy
8,000 combined two adults per policy	12,000 combined two adults per policy	15,000 combined two adults per policy
+3,000 for each member 18 years and older per policy	+4,000 for each member 18 years and older per policy	+5,000 for each member 18 years and older per policy



Go365.com

Increased status means bigger rewards!

***Applies to additional dependents on the plan, such as spouse and/or children who are age 18+**



- Members have a variety of choices to get started with Go365. It's easy and fits the individual or family.**
- **Complete at least one section of the online Health Assessment**
 - **Get a biometric screening**
 - **Connect a device and log a workout**

Complete the Health Assessment



Get a Biometric Screening



Biometric Screening

[View Details](#)

Up to +2000

Log a Verified Workout



Participating Health Club

Get special rates and automatic workout tracking at partner facilities



Connect & Manage Devices

Track your progress and earn Buck's



Standard Activities & Points

Go365 activities summary.

Complete Point detail for each activity including annual maximums and limits on pages 5-9.



Go365 members can complete over 30 activities to earn Points in addition to their recommended activities

More Points means higher Status. Earning Points pays off big with higher Status levels. Plus, you'll earn Bonus Bucks when you reach Silver, Gold, and Platinum Status.



Education

Activity	Points
Health Assessment full completion	500 once/program year
OR Earn 50 Points for each section you complete. Bonus Points when you complete all six sections.	
Bonus Points	
First Step	500 once/lifetime
Health Assessment Bonus	250 for completion within the first 90 days of program year
Weekly log	10 weekly
Sleep diary	25 weekly up to 150/program year
Daily health quiz	2 daily
Health coaching	200 once/lifetime
Enrolling	50
Three phone interactions	50
Six email interactions or six progress note entries	50
Calculator(s)	75
CPR certification	125 once/program year
First Aid certification	125 once/program year
Update/confirm your contact information	50 once/program year
Monthly Go365.com, Humana, com or Go365 App sign-in	10 up to 120/program year
First time Go365 App sign-in	50 once/lifetime
Accept online statements	50 once/lifetime

Prevention

Activity	Points
Health screening*	400 per eligible screening
Dental exam	200 up to 400/program year
Vision exam	200 once/program year
Flu shot	200 once/program year
Nicotine test	400 once/program year
Biometric screening completion:	
Body mass index (BMI)	800
Blood pressure	400
Blood glucose	400 once/program year
Total cholesterol	400
* Subject to certain requirements and will appear as a recommended activity if they are applicable to you.	

Fitness

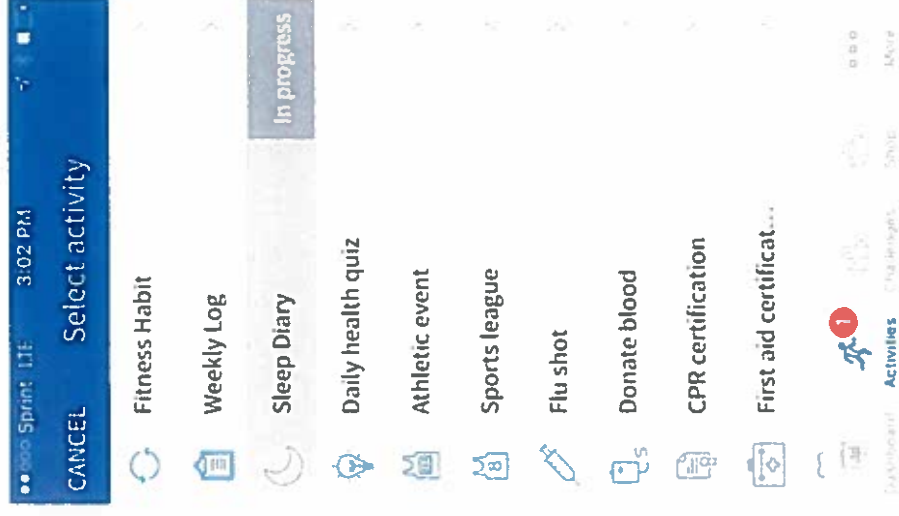
Activity	Points
Daily Steps	up to 50k/day maximum per 1,000 steps
Heart Rate	5 for every 15 minutes above 60% of maximum heart rate
Calories	5 per 100 calories if burn rate exceeds 200 calories/hr.
Participating Fitness Facility	10 once/day
Bonus Points	
Exceed 50 weekly workout Points	50 only one bonus awarded per week
Exceed 100 weekly workout Points	100
First verified lifetime workout	500 once/lifetime
First verified workout each new program year	750 once/program year
Fitness habit	25 once/month
Sports league Challenges	350 up to 1,400/program year
Create a Challenge	50 Community
Join a Challenge	50 Community
Join a Challenge	50 Sponsored
Create or join a team	50 Sponsored
Athletic events	up to 2,000/program year
Level 1	250
Level 2	350
Level 3	500

Healthy Living

Activity	Points
Blood donation	50 up to 200/program year
Nicotine test in-range results	400 once/program year
If your biometric screening is in healthy range, you double your Points.	
Biometric screening in-range Points:	
Body mass index (BMI)	800
Blood pressure	400
Blood glucose	400 once/program year
Total cholesterol	400
* See page 9 for biometric screening healthy ranges.	

Go365 – Mobile App Access

Accessing the Go365 App is Easy!



Shop the Go365 Mall / Rewards

Awarded for primary Go365 member

Awarded for each additional family member 18 years and older

Bonus Bucks
Awarded for next Status level achievement

Bonus Bucks
Awarded when you reach your prior year highest Status

Bonus Bucks
Awarded for next Status level achievement

Bonus Bucks
Awarded when you reach your prior year highest Status

Status	Bonus Bucks	Bonus Bucks	Bonus Bucks
Bronze	0	0	0
Silver	500 (1,000 Bonus Bucks awarded the first time you reach Silver Status)	1,000	250
Gold	1,500	3,000	750
Platinum	5,000	10,000	2,500
			5,000



Available In
The Go365
Mall



NOTE: Item availability in the Mall is subject to change at anytime

Winner's Status

Random Prizes Awarded Monthly!

Blue*



Pedometers, branded workout gear, and more...

Bronze

Silver



Fitbit, Garmin, Polar devices and more...

Gold



Fitness watches, Bose System and more...

Platinum



Samsung 32" LED TV, Trek Bikes, and more...

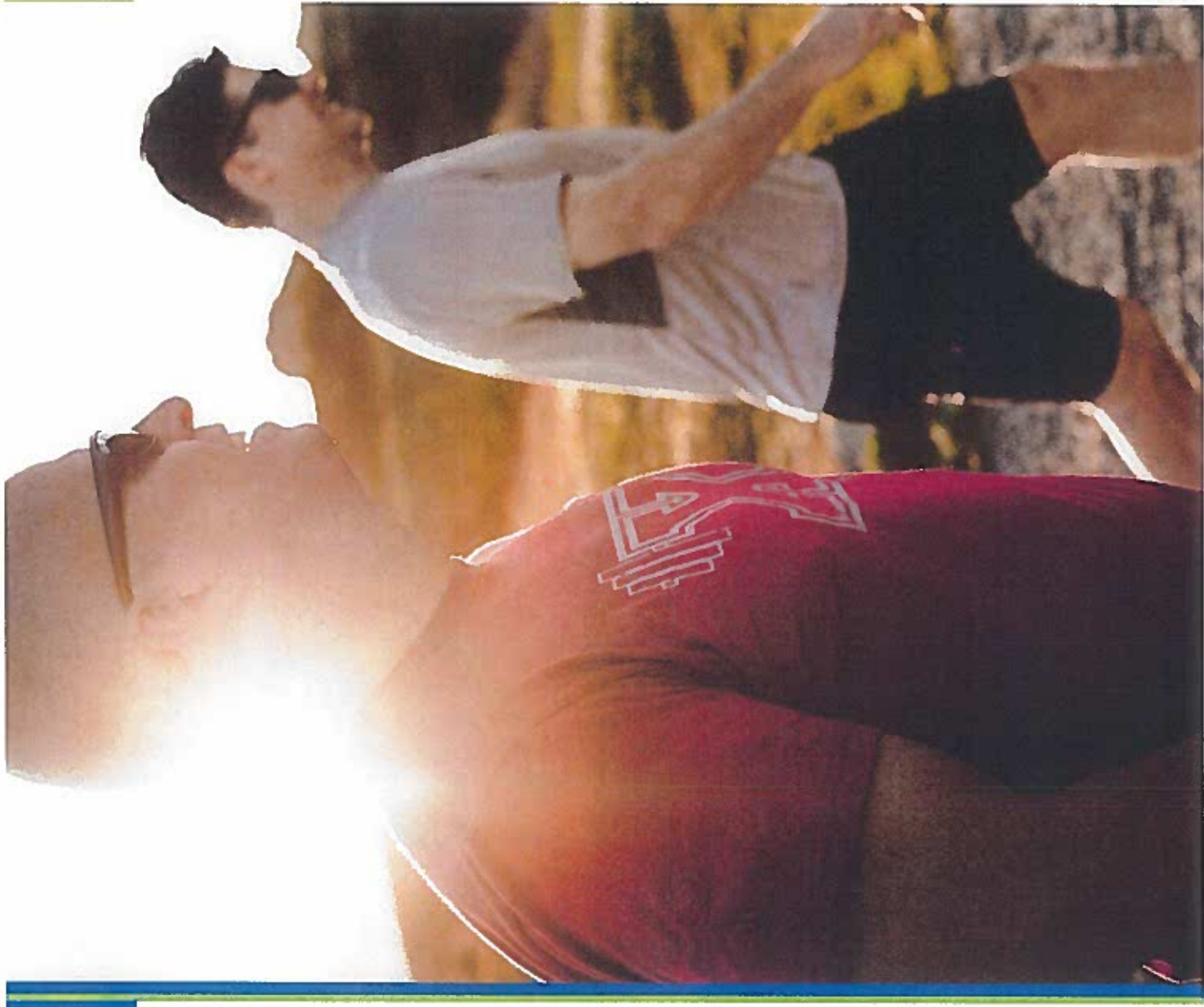
*If a member in Blue Status wins they have 45 days to achieve Bronze Status, otherwise prize is forfeited



Ready, Set, Go365!



QUESTIONS?



Ready. Set.



CAPTURE LIFE REWARDS

Earn plenty of Points.



**GET
ACTIVE**



**LIVE
HEALTHY**



**ENJOY
REWARDS**

Say hello to Go365.

It's your personalized wellness and rewards program.

Getting healthier is easier – and lots more fun – with Go365™. When it comes to health and wellness, you have your own approach. One that works for you. Go365 makes it easier to get moving along your path with more ways to start, more Activities to unlock, and more ways to rack up rewards.



Unlock Activities.

Go365 is all about you. You'll receive Activities personalized to help you reach your health goals, no matter where you are on your journey to better health. Just unlock your Activities and earn Points for higher Status.



Stay inspired.

Getting healthier can be hard. Go365 makes it easier by connecting you to all the tools and resources you need to get there. Tracking your activity is a breeze – just connect your compatible apps or fitness devices and earn Points for all your healthy activities.



Earn rewards.

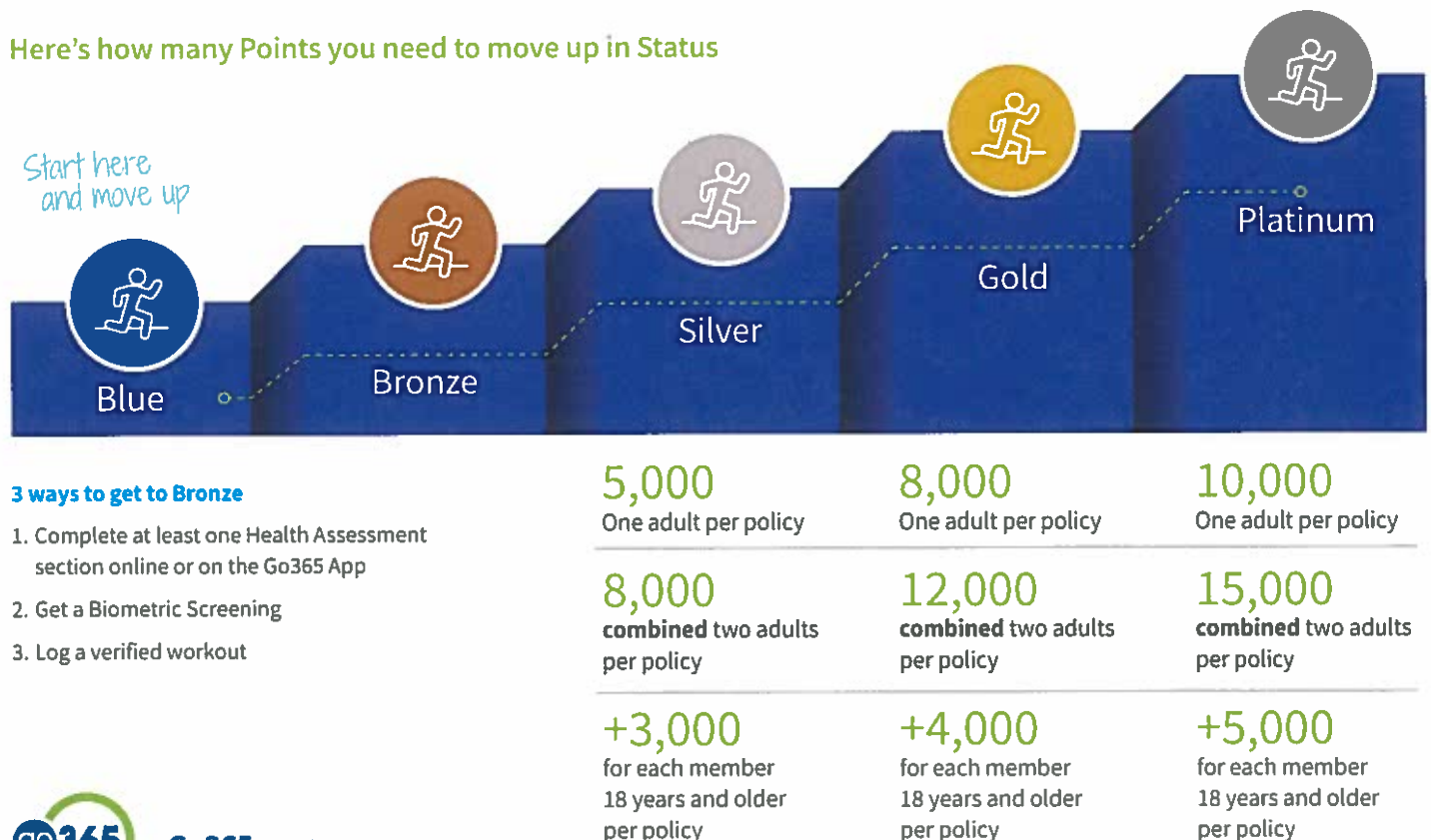
Making healthier choices is a lot more fun with Go365. The more you move up in Status, the more Bucks you can earn and spend on great items in the Go365 Mall. Plus, Bonus Bucks, surprise rewards, and monthly Jackpot drawings make getting healthy more fun!



More Points. Higher Status.

Earning Points pays off big with higher Status levels. Get your spouse and kids involved too and see how fast you can move up in Status.

Here's how many Points you need to move up in Status



Go365.com

Adult children can only move a family out of Blue Status by completing a verified workout.



Go365.com



Stay connected with Go365.

Participate when, where, and how you want.

Whether you go online or are on the go, Go365 goes right along with you. Engage and track your wellness journey through a best-in-class digital experience that was designed just for you.

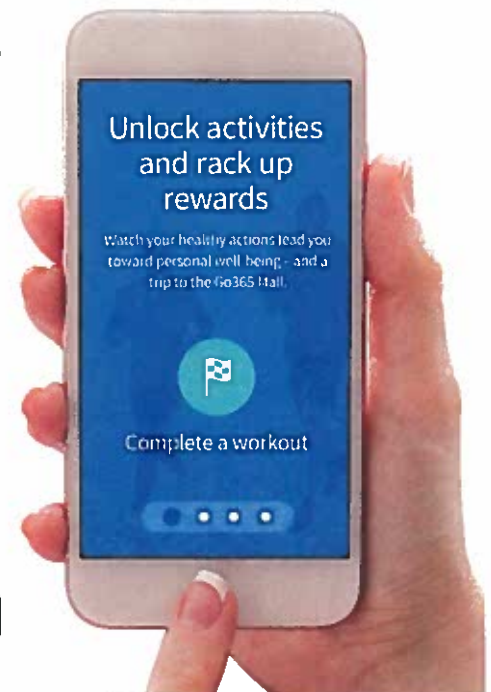
Go365 puts you in the driver's seat. There are lots of ways to get started and start earning Points. Sign-in online or with the App to unlock Recommended Activities that are personalized just for you.

Then track your Points and watch your Bucks build up. Go365 connects to dozens of the most popular activity tracking apps, more than 75 fitness devices and over 40,000 participating fitness facilities, so you can earn rewards for healthy Activities you're already doing. Plus, the App makes it even easier to track your Activities – just snap and send a picture.

Get it done. Online or on the go.

- View personalized dashboard
- Take your Health Assessment
- Connect your compatible fitness devices or tracking apps
- Unlock Activities
- Track Points
- Submit a picture
- Contact a Health Coach
- Reach out to the Go365 Community
- Join a Challenge

*Make the connection
so you don't miss out
on rewards!*



Unlock Activities.

Watch your success lead to your wellbeing.

Go365 is for anyone, at any stage... no matter what shape you're in or how hard you work out. Go365 knows what it takes to motivate and reward you to make healthier choices for life.

Activities

These are simple things you can do every day to get healthier. Tracking your steps, getting a flu shot, going for a bike ride – these are easy ways to keep moving forward with Go365.

Recommended Activities

Once you complete your Health Assessment, you'll get personalized Activities based on your responses. Because Recommended Activities are created just for you, they can have a big impact on your overall health. Plus, you earn more Points for each one you complete.

Go365 Kids*

Kids can earn Points when they do "kid" things, like playing on a soccer or baseball team. When you do things that are good for their health, like keeping up with their immunizations and getting a dental check-up, your kids earn more Points.

Challenges

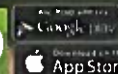
Earn Points by going head-to-head against your friends and co-workers and compete for the most steps taken or pounds lost.

Have some healthy fun.

Getting healthier is a lot more fun with Go365. Earn Bucks you can use in the Go365 Mall for e-giftcards from Amazon.com, Target, Lowes and Spafinder, the latest activity trackers from Fitbit and Garmin, and more. Plus, you could win a prize in our monthly Jackpot drawings or get a surprise reward.



The merchants represented are not sponsors of Go365 or otherwise affiliated with Go365. The logos and other identifying marks attached are trademarks of and owned by each represented company and/or its affiliates. Please visit each company's website for additional terms and conditions. *Go365 Kids is not available to all Go365 programs. Check with your Employer or Benefits Administrator to check your eligibility.



Go365.com

Make it count with Go365.

Earn Points for your everyday activities – everyday!



EDUCATION

Activity	Points	
Health Assessment <p>Take your full Go365 Health Assessment online or on the App and earn Points for completing it for the first time each program year.</p> <p>Health Assessment sections </p> <p>Earn 50 Points for each section you complete online or on the App:</p> <p>OR >> Get Active >> Eat Better >> Reduce Stress >> Be Well >> Stay Healthy >> Know Me</p> <p><i>Bonus Points when you complete all six sections</i></p>	500	once/program year
Adult children are not eligible to earn Points or Bonus Points for Health Assessment completion.		
First Step Health Assessment Bonus <p>Once-in-a-lifetime reward for your first-time Health Assessment completion.</p>	500	once/lifetime
90 Day Health Assessment Bonus <p>Earn Bonus Points when you complete your Health Assessment within 90 days of your Go365 program effective date or program renewal date.</p>	250	once/program year
Weekly log* <p>Log your activity in any of these areas: food, weight, Blood Pressure and Blood Glucose.</p>	10	weekly
Sleep Diary* <p>Sleep 7+ hours 5+ days per week (Sun-Sat) and log your progress.</p>	25	weekly up to 150/program year
Daily Health Quiz* <p>Log in to the Health IQ app or website and complete a quiz on a variety of health topics. Connect your Go365 App to Health IQ to automatically earn your Points.</p>	2	daily
Health Coaching* <p>Get matched with a certified well-being coach who can give you expert guidance, support and attention in these areas: weight management, quitting tobacco, managing stress, healthy eating and more.</p>		
Enrolling (first time enrollees only)	200	once/lifetime
Three phone interactions or three online chats (individually or combined)	50	up to 600/program year
Six email interactions or six progress note entries (individually or combined)	50	
Calculators <p>These online tools measure aspects of your health, like “Are you at risk for a heart attack?” They can help you take steps to lead a healthier life. There are many different Calculators, and adult members can earn Points for each Calculator you use.</p>	75	up to 300/program year
CPR certification <p>See Point earning instructions under First Aid certification.</p>	125	once/program year

Continued to next page



WEB & APP



WEB ONLY



APP ONLY



Go365.com

(cont. from previous page)



EDUCATION

Activity	Points	
First Aid certification	125	once/program year
An adult member must send the completed CPR Form or First Aid Form, available online, to Go365 with the copy of certification within 90 days of completing the event. The form can be submitted while your certification is still valid, if you completed your certification before your Go365 effective date. Proof of CPR and First Aid certification may also be submitted on the App.		
Update/confirm your contact information	50	once/program year
Verify your information and earn Points.		
Monthly Go365.com visit or Go365 App sign in	10	up to 120/program year
First time Go365 App sign in	50	once/lifetime
Accept online statements	50	once/lifetime
Not available for all Go365 members.		

Maximum of 500 Points for Health Assessment completion per program year. Health Assessment Points are awarded the same online and on the App.
*Activities will award Points under Personalized Activities on your Go365 Statement.



Reach Silver Status Completing your Health Assessment and getting your Biometric Screening gives you a great start toward earning 5,000 Points toward Silver Status. Here's an example of how you can earn 5,000 Points:

Health Assessment	500
First Step Health Assessment	500
Biometric Screening	2,000
Basketball league	350
Blood donation (x3)	150
Flu shot	200
Daily step (10,000 per day for 30 days)	300
First verified workout of program year	750
Calculator (x4)	300
CPR certification	125

5,000
Points total
(individual plan)



WEB & APP



WEB ONLY



APP ONLY



Go365.com

Make it count with Go365.

Earn Points for your everyday activities – everyday!



FITNESS

Activity	Points
Daily Points	up to 50/day
Earn Points for activities you do every day.	
Steps	1 per 1,000 steps
Heart Rate	5 for every 15 minutes above 60% of maximum heart rate
Calories	5 per 100 calories if burn rate exceeds 200 calories/hr.
Participating Fitness Facility	10 once/day
Earn Bonus Points:	
Exceed 50 weekly workout Points	50 only one bonus awarded per week
Exceed 100 weekly workout Points	100
Fitness Habit*	25 once/month
Start a new fitness habit and submit photo proof to earn your Points. Fitness habits include: walking breaks, take the stairs, park further away, stretching, visit a park, walk your dog.	
First verified lifetime workout	500 once/lifetime
First verified workout each new program year	750 once/program year
Sports league	350 up to 1,400/program year
You must be an active team member in a qualified, organized sports league, such as baseball or basketball. The minimum number of games or matches that must be played is eight. Members must complete a League Participation Form, available online and submit within 90 days of league completion to Go365 or claim Points on the App by sending a photo of the official schedule, award or certificate from your phone.	
Challenges*	up to 100/month
Create a Challenge – community	50
Join a Challenge – community	50
Create a team – sponsored	50
Join a team – sponsored	50
Sponsored Challenges are set up by employers. Community Challenges are set up by members.	
Athletic events	up to 3,000/program year
You must register for and complete a fitness event or race approved by a fitness, athletic, or sporting organization recognized by Go365. Members must complete the Athletic Event Form, available online, and submit it within 90 days of the event completion to Go365 or claim Points on the App by sending a picture of your race bib or results from your phone.	
Level 1 e.g.: 1.9 mi/3K – 5.1 mi/9K running, walking or cross-country skiing, Super sprint triathlon	250
Level 2 e.g.: >5.6 mi/9K - 12.4 mi/20K running, walking or cross-country skiing, Sprint triathlon	350
Level 3 e.g.: >12.4 mi/20K running, walking or cross-country skiing, Olympic, ITU, half or full triathlon	500

How Go365 Points are calculated: Each day, Go365 will look at Points earned across all workout types and award the highest value for that day. Points are awarded for one workout type per day. A week is defined as Sunday – Saturday. We are committed to helping you achieve your best health. Rewards for participating in Go365 are available to all members. If you think you might be unable to meet a standard for a Go365 reward, you might qualify for an opportunity to earn the same reward by different means. Sign in to your Go365.com account and visit the Communication center to send us a secure message and we will work with you (and, if you wish, with your healthcare practitioner) to develop another way to qualify for the reward.

*Activities will award Points under Personalized Activities on your Go365 Statement.



WEB & APP



WEB ONLY



APP ONLY

Make it count with Go365.

Earn Points for your everyday activities – everyday!



PREVENTION

Activity	Points													
Health screenings <p>Earn Points by getting screenings such as a Pap smear, mammogram, prostate exam or colorectal screening. Submit the Prevention Activity Form, available online, within 90 days to earn Points. Go365 members with Humana medical coverage will automatically earn Points once claim has been received and processed.</p> <p>Age restrictions apply. See Go365.com for details.</p>	400	up to 400/program year per screening												
Dental exam <p>Visit your dentist and earn Points for preventive dental exams. Submit the Prevention Activity Form, available online, within 90 days to earn Points. Use the App to snap and submit a photo of the date and location where you received your dental exam. Go365 members with Humana medical coverage will automatically earn Points once claim has been received and processed.</p>	200	up to 400/program year												
Vision exam <p>Earn Points for a preventive vision exam. Submit the Prevention Activity Form, available online, within 90 days to earn Points. Use the App to snap and submit a photo of the date and location where you received your vision exam. Go365 members with Humana medical coverage will automatically earn Points once claim has been received and processed.</p>	200	once/program year												
Flu shot <p>Get your annual flu shot and submit the Prevention Activity Form, available online, within 90 days to earn Points. Use the App to snap and submit a photo of the date and location where you received your flu shot. Go365 members with Humana medical coverage will automatically earn Points once claim has been received and processed.</p>	200	once/program year												
Nicotine test <p>After receiving a cotinine (nicotine) test, submit a Nicotine Test Form, available online, within 90 days of completing the test with your healthcare provider.</p>	400	once/program year												
Biometric Screening <p>Earn Points by getting your Biometric Screening at an approved healthcare provider or from your physician. Submit the Biometric Screening Form, available online, within 90 days of completing your Screening to earn Points. Biometric Screenings completed at a national vendor will submit the results automatically up to 45 days from date of service.</p> <p>The Biometric Screening measures your:</p> <table> <tr> <td>Body mass index (BMI)</td><td>800</td><td></td></tr> <tr> <td>Blood pressure</td><td>400</td><td></td></tr> <tr> <td>Blood glucose</td><td>400</td><td>once/program year</td></tr> <tr> <td>Total cholesterol</td><td>400</td><td></td></tr> </table> <p>Adult children are not eligible to earn Points for Biometric Screening Completion.</p>	Body mass index (BMI)	800		Blood pressure	400		Blood glucose	400	once/program year	Total cholesterol	400			
Body mass index (BMI)	800													
Blood pressure	400													
Blood glucose	400	once/program year												
Total cholesterol	400													

We are committed to helping you achieve your best health. Rewards for participating in Go365 are available to all members. If you think you might be unable to meet a standard for a Go365 reward, you might qualify for an opportunity to earn the same reward by different means. Sign in to your Go365.com account and visit the Communication center to send us a secure message and we will work with you (and, if you wish, with your healthcare practitioner) to develop another way to qualify for the reward.



WEB & APP



WEB ONLY



APP ONLY



Go365.com

Make it count with Go365.

Earn Points for your everyday activities – everyday!



HEALTHY LIVING

Activity

Points

Blood donation

50 up to 300/program year

Donate blood up to six times a year. Earn Points when you submit a Blood Donation Form, available online, within 90 days of the donation date or use the App to send a photo of your donation card, signed document from agency or signed work release by phone.

Nicotine test in-range results

400 once/program year

After you receive a cotinine (nicotine) test, submit a Nicotine Test Form, available online, within 90 days of completing the test with your healthcare practitioner. You can earn Points if the results fall within a healthy range. Go365 automatically awards in-range nicotine results for two years (current and your next program year).

Biometric Screenings in-range results

Double your Points if these results are within a healthy range.

Body mass index (BMI) ≥ 18.5 and < 25 , or $\text{BMI} \geq 25$ and < 30 ,
with a waist circumference $< 40"$ for males and $< 35"$ for females

800

Blood pressure $< 130/85$ mm Hg

400

Blood glucose < 100 mg/dL or A1c $< 6.5\%$

400

Total cholesterol < 200 mg/dL or an HDL ≥ 40 mg/dL for males and
 ≥ 50 mg/dL for females

400

once/program year

Adult children are not eligible to earn Points for Biometric Screening Completion or healthy range values.

We are committed to helping you achieve your best health. Rewards for participating in Go365 are available to all members. If you think you might be unable to meet a standard for a Go365 reward, you might qualify for an opportunity to earn the same reward by different means. Sign in to your Go365.com account and visit the Communication center to send us a secure message and we will work with you (and, if you wish, with your healthcare practitioner) to develop another way to qualify for the reward.

About Biometric Screening results

Go365 automatically awards in-range biometric screening results for two years (current and your next program year in the prevention and healthy living categories) for Blood Pressure, Blood Glucose and Total Cholesterol. Only your BMI needs to be rechecked every program year. Some employers may require a full biometric screening completed each year. Check with your employer or Benefits Administrator.



WEB & APP



WEB ONLY



APP ONLY



Go365.com

Make it count with Go365.

Earn Points for your everyday activities –everyday!



GO365 KIDS™

Activity

Points

Health Assessment

The Kids Health Assessment covers a child's physical activity, nutrition, lifestyle, and wellbeing. You get a better understanding of your children's current health and the areas that need improvement. No Points are awarded for Kids Health Assessment completion.

Dental exam

Take your kids to the dentist and earn Points for preventive dental exams.

100 up to 200/program year

Vision exam

Earn Points for a preventive vision exam.

100 once/program year

Flu shot

Help your children avoid getting the flu by making sure they get an annual flu shot.

100 once/program year

Preventive care visit

A pediatrician can check on the health of your children and you can ask any questions you may have about their health.

200 once/program year

Immunizations

At designated ages, your children will receive immunization shots to help protect them from various illnesses.

100 once/program year

Fitness

Children (up to 18 years old) in a Go365 program can earn Points for two qualifying sports league activities and four athletic events, like baseball or swimming, per program year. Each sport season qualifies as a single sports league. Minimum number of games or matches is eight.

Sports league

100 up to 200/program year

Athletic events

50 up to 200/program year per child

1,000 maximum total Points may be earned per program year per child. Up to 500 maximum preventive Activity Points may be earned per program year per child. Preventive Activities include: dental exam, vision exam, flu shot, preventive care visit and immunizations. Children may earn up to 200 Points per program year for participating in an employer-sponsored event.

We are committed to helping you achieve your best health. Rewards for participating in Go365 are available to all members. If you think you might be unable to meet a standard for a Go365 reward, you might qualify for an opportunity to earn the same reward by different means. Sign in to your Go365.com account and visit the Communication center to send us a secure message and we will work with you (and, if you wish, with your healthcare practitioner) to develop another way to qualify for the reward. Go365 Kids is not available to all Go365 programs. Check with your Employer or Benefits Administrator to check your eligibility.



Athletic Events

If your children participate in events like running, walking, cycling or swimming, they can earn Points that contribute to your family's overall Point total and Status.



WEB & APP



WEB ONLY



APP ONLY



Go365.com

Go365 Activities Summary.

Complete Point detail for each Activity including annual maximums and limits on pages 5-10.



Education

Activity	Points	
Health Assessment full completion	500	once/program year
OR Earn 50 Points for each section you complete. Bonus Points when you complete all six sections.		
First Step Health Assessment Bonus	500	once/lifetime
90 Day Health Assessment Bonus	250	for completion within the first 90 days of program year
Weekly Log	10	weekly
Sleep Diary	25	weekly up to 150/program year
Daily Health Quiz	2	daily
Health Coaching		
Enrolling	200	once/lifetime
Three phone interactions or three online chats	50	up to 600/program year
Six email interactions or six progress note entries	50	
Calculator(s)	75	up to 300/program year
CPR certification	125	once/program year
First Aid certification	125	once/program year
Update/confirm your contact information	50	once/program year
Monthly Go365.com visit or Go365 App sign in	10	up to 120/program year
First time Go365 App sign in	50	once/lifetime
Accept online statements	50	once/lifetime

Fitness

Activity	Points	
Daily Points		up to 50/day maximum
Steps	1	per 1,000 steps
Heart Rate	5	for every 15 minutes above 60% of maximum heart rate
Calories	5	per 100 calories if burn rate exceeds 200 calories/hr.
Participating Fitness Facility	10	once/day
Fitness Habit	25	once/month
First verified lifetime workout	500	once/lifetime
First verified workout each new program year	750	once/program year
Sports league	350	up to 1,400/program year
Challenges		up to 100/month
Create a Challenge	50	up to 3,000/program year
Join a Challenge	50	
Create a team	50	
Join a team	50	
Athletic events		up to 3,000/program year
Level 1	250	up to 200/program year
Level 2	350	
Level 3	500	
Kids sports league	100	up to 200/program year
Kids athletic events	50	up to 200/program year

Prevention

Activity	Points	
Health screening*	400	per eligible screening
Dental exam	200	up to 400/program year
Vision exam	200	once/program year
Flu shot	200	once/program year
Nicotine test	400	once/program year
Kids preventive care visit	200	once/program year
Kids dental exam	100	up to 200/program year
Kids vision exam	100	once/program year
Kids immunizations	100	once/program year
Kids flu shot	100	once/program year

Biometric Screening completion:

Body mass index (BMI)	800	once/program year
Blood pressure	400	
Blood glucose	400	
Total cholesterol	400	

* Subject to certain requirements and will appear on your Points statement if they are applicable to you.
Kids Preventive Activities have a 500/program year maximum.

Healthy Living

Activity	Points	
Blood donation	50	up to 300/program year
Nicotine test	400	once/program year



If your Biometric Screening is in healthy range, you double your Points.

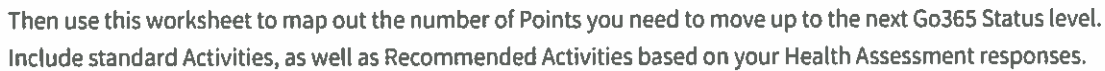
Biometric Screening in-range Points:

Body mass index (BMI)	800	once/program year
Blood pressure	400	
Blood glucose	400	
Total cholesterol	400	

See page 9 for Biometric Screening healthy ranges.

We are committed to helping you achieve your best health. Rewards for participating in Go365 are available to all members. If you think you might be unable to meet a standard for a Go365 reward, you might qualify for an opportunity to earn the same reward by different means. Sign in to your Go365.com account and visit the Communication center to send us a secure message and we will work with you (and, if you wish, with your healthcare practitioner) to develop another way to qualify for the reward. Online statements not available for all Go365 members. Go365 Kids is not available to all Go365 programs. Check with your Employer or Benefits Administrator to check your eligibility. Adult children are not eligible to earn Points or Bonus Points for Health Assessment, Biometric Screening completion or for having in healthy range results.

Sign in to Go365.com or download the Go365 App.



PTS

PTS

PTS





Go365.com

Discrimination is Against the Law

Humana, Inc. complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. Humana, Inc. does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Humana, Inc. provides:

- Free auxiliary aids and services, such as qualified sign language interpreters, video remote interpretation, and written information in other formats to people with disabilities when such auxiliary aids and services are necessary to ensure an equal opportunity to participate.
- Free language services to people whose primary language is not English when those services are necessary to provide meaningful access, such as translated documents or oral interpretation

If you need these services, call the number on your ID card or if you use a TTY, call 711.

If you believe that Humana, Inc. has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with:

Discrimination Grievances
P.O. Box 14618
Lexington, KY 40512-4618

If you need help filing a grievance, call the number on your ID card or if you use a TTY, call 711.

You can also file a civil rights complaint with the **U.S. Department of Health and Human Services**, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at:

U.S. Department of Health and Human Services

200 Independence Avenue, SW
Room 509F, HHH Building
Washington, D.C. 20201

1-800-368-1019, 800-537-7697 (TDD)

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>

Multi-Language Interpreter Services

English: ATTENTION: If you do not speak English, language assistance services, free of charge, are available to you. Call the number on your ID card (TTY: 711).

Español (Spanish): ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al número que figura en su tarjeta de identificación (TTY: 711).

繁體中文 (Chinese): 注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電會員卡上的電話號碼 (TTY：711)。

Tiếng Việt (Vietnamese): CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số điện thoại ghi trên thẻ ID của quý vị (TTY: 711).

한국어 (Korean): 주의 : 한국어를 사용하시는 경우 , 언어 지원 서비스를 무료로 이용하실 수 있습니다 . ID 카드에 적혀 있는 번호로 전화해 주십시오 (TTY: 711).

Tagalog (Tagalog – Filipino): PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tawagan ang numero na nasa iyong ID card (TTY: 711).

Русский (Russian): ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Наберите номер, указанный на вашей карточке-удостоверении (телетайп: 711).

Kreyòl Ayisyen (French Creole): ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele nimewo ki sou kat idantite manm ou (TTY: 711).

Français (French): ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le numéro figurant sur votre carte de membre (ATS : 711).

Polski (Polish): UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Proszę zadzwonić pod numer podany na karcie identyfikacyjnej (TTY: 711).

Português (Portuguese): ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para o número presente em seu cartão de identificação (TTY: 711).

Italiano (Italian): ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero che appare sulla tessera identificativa (TTY: 711).

Deutsch (German): ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Wählen Sie die Nummer, die sich auf Ihrer Versicherungskarte befindet (TTY: 711).

日本語 (Japanese): 注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。お手持ちの ID カードに記載されている電話番号までご連絡ください (TTY：711)。

فارسی (Farsi):

توجه: اگر به زبان فارسی گفتگو می کنید، تسهیلات زبانی بصورت رایگان برای شما فراهم می باشد.
با شماره تلفن روی کارت شناسایی تان تماس بگیرید (TTY: 711).

Diné Bizaad (Navajo): Díí baa akó nínízin: Díí saad bee yáníłti'go Diné Bizaad, saad bee áká'ánída'áwo'déé', t'áá jiik'eh, éí ná hóló, námbóo ninaaltsoos yézhí, bee nées ho'dółzin bikáá'ígíí bee hólne' (TTY: 711).

العربية (Arabic):

ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم الهاتف الموجود على بطاقة الهوية الخاصة بك (رقم هاتف الصم والبكم: 711).

Go365 PROVIDES A PATHWAY TO COST CONTROL AND INCREASED PRODUCTIVITY



Wellness is vital. Why?

Because productivity losses related to personal and family health problems cost U.S. employers \$226 billion annually.¹

Employers need help.

Currently, only 19 percent of employers are focusing on health programs to improve workforce performance versus focusing primarily on lowering medical costs. But... 46 percent of employers say they are looking to make that shift in three to five years.²

Our results...

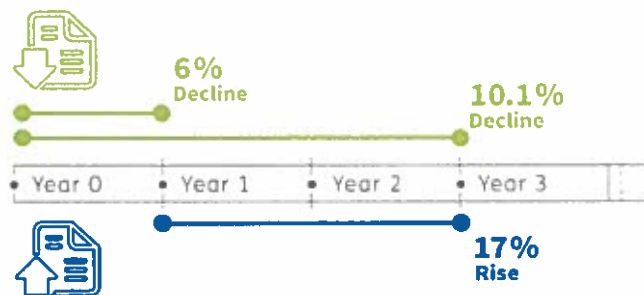
Go365[®] three-year impact study at a glance

Employers need to know if their investments in wellness initiatives are effective and achieving their goals of a healthier and more productive workforce. We have those results.

Go365 recently concluded a three-year study of how the program affected the productivity, as well as the healthcare usage and claims, of more than 8,000 Humana employees.³ The study results showed that employees who were more engaged with Go365 had fewer unscheduled absences, lower overall health claims costs, and fewer visits to the hospital and to the emergency room.

Lower health claims costs⁴

Engaged members' health claims costs were 6 percent lower in Year 1, and continued to decline relative to those of unengaged members; by Year 3, their costs were even **lower** by 10.1 percent.



From year to year... **The healthcare costs of unengaged members** gradually **rose** by 17 percent from Year 1 to Year 3.



Bottom Line for Employers

Lower claims costs equals bottom line savings.

Less absenteeism

Unengaged members averaged **23 hours** of unscheduled absences per year over the course of three years.



Engaged members, on average, had **six fewer hours of unscheduled absences**.



Bottom Line for Employers

Less absenteeism means a workforce that is on the job.

More employers are looking at metrics other than healthcare costs to determine the value on investment (VOI) of their wellness programs.⁵

According to the Centers for Disease Control and Prevention (CDC), chronic conditions are responsible for the bulk of healthcare costs in the U.S.⁶

Fewer lifestyle risk factors for chronic conditions

Among all types of medical claims, the **biggest difference** in healthcare spending between engaged and unengaged employees was seen in those with **“lifestyle chronic conditions.”**

BMI



Weight

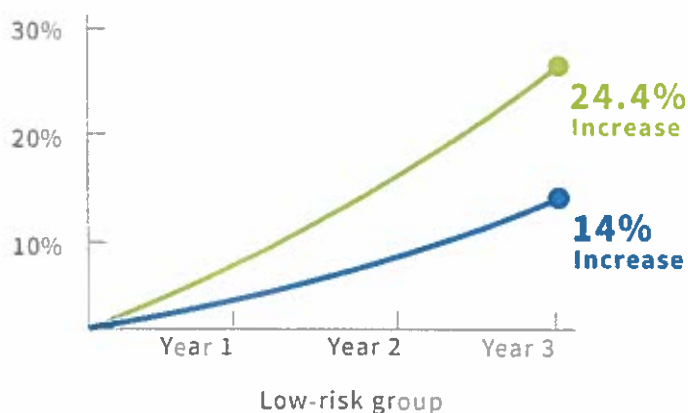


Tobacco



Stress

The percentage of engaged **members in the low-risk range increased** by **24.4 percent** over the three years, compared to only **14 percent** for the unengaged members.



Graph Key

Engaged members Unengaged members

Less emergency healthcare consumption

In the third year of the study... Non-chronic **engaged members** were likely to use healthcare for routine **check-ups/physicals, preventive screenings**, and musculoskeletal claims, while...



Check-ups



Physicals



Preventive Screenings

Unengaged members had 56 percent more emergency room visits than engaged members. They also had 37 percent more hospital visits.



Emergency Room Visits

56% More



Hospital Visits

37% More



Bottom Line for Employers

Generally, less emergency healthcare means less healthcare costs. And with an increase in regular physicals and screenings, employees can be healthier and more productive.

Employers are still looking for ways to validate the success of their wellness programs, and there are more ways than ever to measure a value on investment (VOI). Go365 is one program that has delivered such results over a multiyear span.

For more information about the study, the Go365 program, or how to increase the VOI of your program, go to humana.com/employer.



Bottom Line for Employers

Chronic conditions are responsible for the bulk of healthcare costs in the U.S.⁷ Lower risk for those chronic conditions means happier and healthier employees.



Sources

- Centers for Disease Control and Prevention - Worker Productivity, <http://www.cdc.gov/workplacehealthpromotion/businesscase/reasons/productivity.html>, accessed January 19, 2016.
- The Future of Health: Calling All Employers: Be Agents of Change. Highlighting results from the 2015 Aon Hewitt Health Care Survey.
- Engaged HumanaVitality members are defined as those who earned more than 5,000 Vitality Points. Members who earned fewer than 5,000 Vitality Points were defined as unengaged.
- All internal findings from the HumanaVitality 3-year impact study, 2015.
- 10067_Willis_Health_Productivity_Survey_2015
- 6-7 CDC_Chronic_Disease_Prevention_2014

Go365 is not an insurance product. Not available with all Humana health plans.
NYHJJY5EN

Go365: A TRUE WELLNESS COLLABORATOR



Nicole Rayford, the human resources manager at Design Air, LLC, shares how Go365 made a difference to Design Air, LLC.

How Design Air, LLC made changes with Go365®

Our company was looking for a formal wellness plan and we wanted a true collaborator in wellness rather than just another wellness vendor. Go365 was a good fit for us as we needed a program that was easy to use across different worksite locations. We also liked how we could "start small" and add on challenges and use other program features as our employees mastered the basics of Go365.

Results with Go365

We have seen an uptick in employee participation in Go365, which we hope will help us see fewer claims and higher productivity in the future.

I am very happy we chose Go365. I would recommend it to all companies regardless of their size and where they are on their wellness journey. Go365 is truly a collaborator and not just a program.

What's the key takeaway you'd like to share?

With real support and guidance from Go365, we were able to get employees engaged with Go365 by doing the following:

- Leader support from the top down. A lot of our leadership team is actively engaged and create friendly competition.
- We constantly communicate (in person, through email and print) about Go365 to our employees. We tell them to get active, how to connect a device with the Go365 App, and how to earn Points and join Challenges.
- Recently, we added another incentive for engagement in Go365. Our employees' health premiums are based on their Go365 Status level. The more engaged they are, the deeper the discount they receive on their premiums.

Wednesday's event will include a live radio broadcast from 5 to 6 p.m. on Milwaukee station WTMJ-AM (650).

Tai chi classes slated at Kemper Center

KENOSHA — Tai chi classes begin Wednesday at the Kemper Center, 6301 Third Ave. Classes will meet 9 to 11 a.m. For more information, call 652-6668.

Jewelry-making workshop planned

TWIN LAKES — A workshop in making jewelry begins at 1:30 p.m. Thursday at Community Library, 110 S. Lake Ave. The program is for adults. Participants will make a pair of earrings. Supplies will be provided. Registration is required. For more information, go to www.communitylib.org.

Networking session in genealogy set

SALEM — A genealogy networking session will take place 2 to 3:30 p.m. Thursday at Community Library, 24615 88th St., Salem. Participants will share tips and techniques for family history research. For more information, go to www.communitylib.org.

Adults invited to sing for fun

KENOSHA — Singing for fun takes place 1 to 2 p.m. Thursday at Wesley United Methodist Church, 4800 60th St. Adults are invited to come and sing old-time pop songs with piano accompaniment.

Sudoku: Answer to today's puzzle, seen on page A11.

4	2	5	7	9	6	1	8	3
7	1	6	3	1	8	4	2	9
9	1	8	5	3	2	4	7	6
5	4	9	6	2	1	3	8	7
6	8	7	3	4	5	9	2	1
2	3	1	9	7	8	5	6	4
8	7	2	4	6	3	1	5	9
1	9	4	2	5	7	6	3	8

Scooter escapade

Dogan Gregory, 7, of Kenosha, and his sister Londyn, 5, ride their scooters down the hill in front of the Sesqui-centennial Band Shell in Pennyroyal Park on Monday.

Employee wellness plan saves county nearly \$450,000 in 2013

BY TERRY FLORES
tflores@kenosha.com

A wellness plan for employees is saving Kenosha County close to \$450,000 in claims costs annually, according to personnel officials. An analysis of the Vitality plan, which is administered by Humana Inc., showed that in 2013, the county had an estimated net savings of \$447,330, the result of decreases in claims and other indirect costs in 2013. The Vitality program has five levels: blue, bronze, silver, gold and platinum, with blue being the lowest and platinum the highest. Robert Riedl, the county's director of personnel services, said the county's participation in the Vitality program has earned it the distinction of being among the most successful employers nationwide in its efforts to encourage wellness among employees.

"We have been recognized by Humana for having the most number of platinum employees," he said. As of last year, the county had 721 employees participating in the program. Of those, 228 were at the platinum level. Fifty-seven percent of the employees are "silver and above" status, he said.

Working toward goals
Employees and their families who participate are initially assessed via an online survey and assigned a "vitality age" based on a number of health factors and habits. From there they can work toward goals and are given tips toward helping them improve their overall health and their vitality status. As they earn points for wellness, they can also reduce their premium costs, he said.

"Your premium contribution is tied to how well you do," Riedl said. Employees earn points not just for physical activities tied to improving their health, but also educational programs, such as for healthy eating, he said. The plan, in its second year with the county, also allows employees to earn points that can be redeemed for online shopping. Riedl said. "For example, you could have someone with high blood pressure, and their goal would be to reduce that," he said. "You're earning points as you move up. The ultimate goal is platinum."

EVENTS

Roller derby team seeks members

MOUNT PLEASANT — A recruitment night for the Root River Rollers roller derby team begins at 7 p.m. Friday at McAuliffe's Pub, 3700 Meacham Road, Mount Pleasant. Women interested in joining the team are invited to attend. For more information, go to www.rootriverrollers.com.

Symphony to mark anniversary

SOMERS — The Kenosha Symphony Orchestra 75th anniversary Diamond Gala begins at 6 p.m. Friday at the Kenosha County Club, 500 13th Ave. The event will honor the sponsors and donors who have made the group's mission possible over the past 75 years. There will be food, drink, live entertain-

Phone books:
Mon.-Fri. 5:30 a.m.-5:30 p.m.
Sat. 5:30 a.m.-10 a.m.
Sun. 6:30 a.m.-11 a.m.
Yellow pages:
Mon.-Fri. 8 a.m.-5:30 p.m.
Sat. 8 a.m.-10 a.m.
Sun. 6:30 a.m.-11 a.m.

Classified Dept.
(262) 657-1000
(262) 657-1500
The publisher reserves the right to reject advertising.

PRINT & NEWS TYPING
(262) 656-6279
Kenosha City Desk

© 2014 Kenosha News, Division of United Community Newspapers, A Starline of Time
A Starline of Time is a trademark of United Community Newspapers.
5800 Seventh Ave., Kenosha, WI 53140-4194

RIZZO & DIERSEN, S.C.
ATTORNEYS AT LAW
Ronald L. Diersen • Attorney
COMMERCIAL AND
RESIDENTIAL EVICTIONS.
3505 30th Ave., Kenosha (262) 652-5050

Sinus and Allergy Sufferers
Relief is Here!
The Balloon Sinuplasty™ System & Sublingual Immunotherapy
(Allergy treatment without the shots)
Dr. Swerdlin
Board Certified
For Nose, Throat and Allergy Clinic
at Vita
262-652-2887
www.vitasinallergy.com

MOLBECK'S
Health & Spice Shop
Celebrate Molbeck's 1 YEAR ANNIVERSARY
IN STORE SPECIALS

and purchase. Visit our Web site and click on Web Extra Photos.
Kenosha News (262) 349-1100, Kenosha paper-delivered 2013
UNITED COMMUNITY NEWSPAPERS
Printed on recycled paper
The Kenosha News is published on Tuesday, Wednesday, Thursday, Friday and Saturday. The Sunday edition is published on Sunday.
Printed on recycled paper
The Kenosha News is published on Tuesday, Wednesday, Thursday, Friday and Saturday. The Sunday edition is published on Sunday.
Printed on recycled paper
The Kenosha News is published on Tuesday, Wednesday, Thursday, Friday and Saturday. The Sunday edition is published on Sunday.